



Code of Ethics

CODE OF ETHICS Fonderia di Torbole S.r.l.

INDEX

1. INTRODUCTION

2. SCOPE AND RECIPIENTS OF THE CODE

3. SUPERVISORY BODY

4. PRINCIPLES AND REFERENCE STANDARDS

4.1 Fundamental principles

4.2 Objectivity and impartiality

4.3 Confidentiality of information

4.4 Diligence and accuracy in accounting records

4.5 Centrality and promotion of human resources

4.6 Relationships with third parties:

4.6.1 Customer service;

4.6.2 Relationships with suppliers;

4.6.3 Transparency and legality in relations with the Public Administration;

4.6.4 Support for the community.

4.7 Environmental Protection

4.8 Forced labor, slavery and child labor

5. DISCIPLINARY SYSTEM

6. FINAL PROVISIONS

1. INTRODUCTION

Fonderia di Torbole S.r.l. is an industrial company which, due to its structure and size, the activities managed and the link with the territory and the environment, plays an important role with respect to the market, economic development, environmental protection and the well-being of communities in in which it is present, operating in a variety of institutional, economic, political, social and cultural contexts.

Fonderia di Torbole S.r.l., recognizing the importance of ethical-social responsibility in the conduct of business and corporate activities, has prepared this Code of Ethics in order to clearly and transparently identify the set of values to which it aligns its activities aimed at achieving success and current and future development.

Fonderia di Torbole S.r.l., therefore, requires all its employees, collaborators in general and all those who contribute to the proper functioning of the company, to respect the rules and principles enshrined in this Code of Ethics as it is essential for the correct functioning, affinity, reputation and image of Fonderia di Torbole S.r.l. itself.

Fonderia di Torbole S.r.l. a Socio Unico

C.S. EURO 25.000.000 I.V. - P.IVA, C.F. e ISCRIZIONE REGISTRO DELLE IMPRESE DI BRESCIA N° 04028320986

DIREZIONE E COORDINAMENTO EX ART. 2497-BIS C.C.: E.F. GROUP S.p.A.

Registered office and production site Via Travagliato, 18 25030 Torbole Casaglia (BS) Italy

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2. SCOPE AND RECIPIENTS OF THE CODE OF ETHICS

The principles and provisions of this Code of Ethics are to be considered binding for the directors, management, employees, collaborators and all those who have contractual relationships, even of an occasional and/or temporary nature, with Fonderia di Torbole S.r.l. (hereinafter collectively referred to as "recipients").

In particular, the members of the Board of Directors are inspired by the principles identified by the Code of Ethics in defining the strategies and objectives of the company, in identifying and implementing the related investments and projects, as well as in any decision or action relating to the management of Fonderia di Torbole S.r.l..

Similarly, the company management promotes the aforementioned principles in carrying out management activities, both with reference within Fonderia di Torbole S.r.l., aiming, in this case, at strengthening cohesion and the spirit of mutual collaboration, and with reference to third parties who come into contact with the company.

Employees, collaborators, partners in business relationships and those who establish commercial relationships with Fonderia di Torbole S.r.l. they are equally required - depending on the nature of the relationship maintained - to conform their behavior to the provisions of the Code of Ethics. Fonderia di Torbole S.r.l. undertakes to disseminate the Code of Ethics to the recipients and to ensure full and correct understanding of the principles and rules contained therein through the preparation and implementation of communication plans.

3. SUPERVISORY BODY

In order to ensure full application of the Code in question, Fonderia di Torbole S.r.l. establishes the Supervisory Body (pursuant to Legislative Decree 231/01 and subsequent amendments) which, within the scope of its duties, has the task of:

- constantly monitor the application of the Code of Ethics by the interested parties, also by accepting any reports;
- report any violations of the precepts established therein and propose or apply suitable sanctioning measures in relation to the aforementioned violations;
- express binding opinions in relation to any revision of the most important company policies and procedures for the purposes of full consistency with the Code of Ethics;
- arrange, where necessary, for the periodic review of the Code of Ethics.

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In order to ensure compliance with the aforementioned Code of Ethics, the Supervisory Body may avail itself of the collaboration of internal and external bodies and subjects, according to the methods established by the specific regulation, approved by the Board of Directors.

Any violations of the Code of Ethics must be reported directly to the Supervisory Body via specific communication channels or to the email address: odv.fondariaditorbole@gmail.com. The Supervisory Body, on its own initiative or on behalf of the Board of Directors, may carry out checks to ascertain responsibilities relating to any transgressions by recording the results of its investigations.

In the event of a confirmed violation of the Code of Ethics, the Supervisory Body will report the violation, any suggestions for improving the internal control system and/or any proposed actions to the CEO.

4. PRINCIPLES AND REFER/ENCE STANDARDS

4.1 Fundamental principles

Fonderia di Torbole S.r.l. considers the following as fundamental and essential principles to standardize company management activities in order to achieve its objectives:

- compliance with all legal provisions and regulations in force;
- compliance with the provisions contained in the Statute of Fonderia di Torbole S.r.l.;
- compliance with all operational company procedures defined by the Management;
- honesty, loyalty, correctness and good faith in relationships with directors, employees and collaborators;
- honesty, loyalty, correctness and good faith in relationships with customers, suppliers, business partners and representatives of organizations and institutions, and more generally with all those whose interests are influenced directly or indirectly by the activities of Fonderia di Torbole S.r.l.;
- transparency and reliability; undertaking to inform, in a clear and transparent way, all subjects with legitimate interests on their situation and progress, without favoring any interest group or individual, through the functions delegated for this purpose;
- equality and impartiality; promoting the integration and equality of people regardless of age, sex, sexual orientation, state of health, race, nationality, political opinions and religious beliefs;

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- respect for the physical and cultural integrity of the person; guaranteeing working conditions that respect individual dignity and safe working environments; rejecting requests or threats aimed at inducing people to act against the law and the Code of Ethics or to adopt behaviors that are harmful to each person's moral and personal beliefs and preferences.

4.2 Objectivity and impartiality

Fonderia di Torbole S.r.l. works to make transparent the conditions of independence and objectivity of the subjects involved in the transactions, in order to prevent and reveal any conflicts of interest with Fonderia di Torbole S.r.l. itself.

By way of example, but not limited to, they identify cases of conflict of interest:

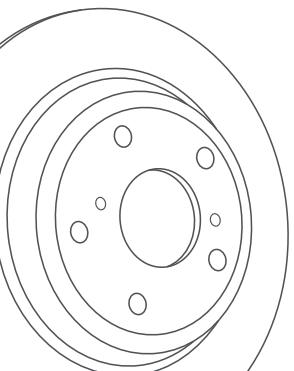
- the co-interest, in an overt or hidden form, of the employee in the activities of suppliers, customers or competitors;
- carrying out work activities of any kind (work services, intellectual services, etc.) for customers, suppliers, competitors and/or third parties in conflict with the interests of the company;
- the exploitation of one's functional position for the realization of interests that conflict with those of the company;
- the use of information acquired in carrying out work activities for one's own benefit or that of third parties and, in any case, in conflict with the interests of the company.

4.3 Confidentiality of information

Fonderia di Torbole S.r.l. guarantees the processing of the information in its possession in full respect of the confidentiality and privacy of the interested parties and the legislation on personal data.

Fonderia di Torbole S.r.l., in this regard, requires each employee to:

- acquire and process exclusively the data necessary and directly connected to the performance of its functions;
- store the aforementioned data in such a way as to ensure that external third parties cannot have access to it;



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- respect for the physical and cultural integrity of the person; guaranteeing working communicate and disclose the same data exclusively within the scope of the defined procedures or following authorization from the Office responsible for the aforementioned function;
- determine the confidential and confidential nature of the information in accordance with the provisions of the relevant procedures and/or by virtue of relationships of any nature with third parties.

Finally, Fonderia di Torbole S.r.l. reminds its employees and collaborators that making use of privileged and therefore confidential information constitutes a serious crime and is therefore contrary to the values of honesty and correctness of Fonderia di Torbole S.r.l..

It is also prohibited to communicate the aforementioned information to others, without justified reason, in order to avoid committing other crimes provided for by current legislation.

4.4 Diligence and accuracy in accounting records

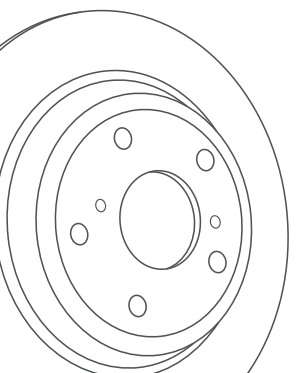
The transactions and operations carried out must always be recorded in such a way as to ensure the accuracy, completeness and validity of the data and in compliance with the accrual principle and other applicable accounting principles. Verification of the decision-making, authorization and execution process of the aforementioned transactions and operations must also always be possible; Furthermore, there must be adequate documentary support in order to be able to proceed, at any time, with checks that certify the characteristics and reasons for the operation and identify who authorized, carried out, recorded and verified the operation itself.

4.5 Centrality and promotion of human resources

Human resources play a central role in the development of Fonderia di Torbole S.r.l. and in carrying out the activity, therefore, it is the belief of Fonderia di Torbole S.r.l. that it is necessary to establish and maintain relationships based on loyalty and mutual trust.

From this perspective, Fonderia di Torbole S.r.l. guarantees management of working and collaboration relationships based on respect for workers' rights and the prospect of full valorisation, development and professional growth of the same. Fonderia di Torbole S.r.l. is also committed to preserving the health and safety of its employees and collaborators through the dissemination of a safety culture, the development of risk awareness and the encouragement of responsible behavior by everyone.

Employees and collaborators are therefore required to undertake to act loyally, ensuring the due services and compliance with the commitments undertaken towards Fonderia di Torbole S.r.l. with the employment contract and to respect the principles established by this Code of Ethics.



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In particular, every employee or collaborator of Fonderia di Torbole S.r.l. is required to:

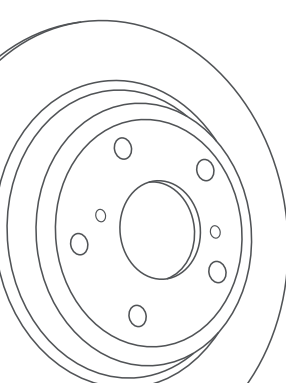
- operate diligently to protect company assets, using the resources entrusted to him scrupulously and responsibly, in such a way as to maintain their efficiency for as long as possible and, in any case, in a manner compliant with the promotion of the interests of Fonderia di Torbole S.r.l.;
- act in carrying out the work activities within their competence in compliance with company operating procedures;
- take any appropriate initiative in order to refuse gifts or other forms of benefits, not directly attributable to normal courtesy relations and to immediately communicate this to one's superior or to the Supervisory Body which initiates the appropriate checks;
- maintain within Fonderia di Torbole S.r.l. the knowledge and technological, financial, legal, administrative etc. knowledge and know-how acquired during the performance of one's duties;
- not carry out activities which by nature, object or location could be considered in contrast or competitive with those carried out by Fonderia di Torbole S.r.l..

Specifically, Fonderia di Torbole S.r.l. undertakes to respect the privacy regulations and the principle of non-discrimination already in the personnel search and selection phase, prohibiting the carrying out of investigations or the collection of information relating to the private sphere of the candidates and, in any case, the subordination and/or the conditioning of any future working relationship or collaboration on the results of the aforementioned activities.

4.6 Relationships with third parties

4.6.1 Customer service

Fonderia di Torbole S.r.l. undertakes to ensure that the behavior of its employees towards customers is always characterized by availability, mutual respect and courtesy and, in any case, aimed at establishing a collaborative and highly professional relationship.



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Consistent with the principles of impartiality and equal opportunities, Fonderia di Torbole S.r.l. undertakes to:

- serve all customers with the same attention without distinction;
- provide high quality services that meet the customer's reasonable expectations and protect their safety and security;
- stick to the truth in advertising, commercial or any other kind of communications.

The employees and collaborators of Fonderia di Torbole S.r.l. are required, when establishing relationships with third-party customers, to evaluate their compliance with the qualitative requirements established by internal directives and not to establish relationships of any kind with subjects considered undesirable by the same and identified through specific procedures and internal communications.

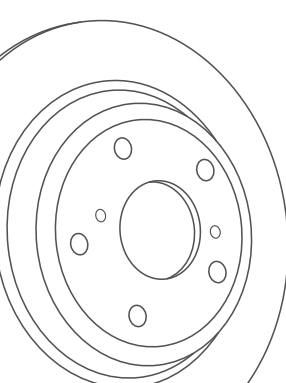
4.6.2 Relationships with Suppliers

Fonderia di Torbole S.r.l. pursues, in its purchasing processes, the search for the maximum competitive advantage; from this perspective, it is committed to guaranteeing each supplier equal opportunities and fair and impartial treatment. The selection of suppliers and the determination of purchasing conditions are, therefore, carried out on the basis of objective criteria such as quality, price and the ability to provide and guarantee services of an adequate level.

Fonderia di Torbole S.r.l. therefore, it prohibits its employees from:

- receive compensation of any kind or form from anyone for the execution of an act of one's office or contrary to official duties;
- suffer any form of conditioning by third parties, not authorized to do so by Fonderia di Torbole S.r.l., for the making of decisions and/or the execution of acts relating to one's work activity;

The gifts offered, like those received, which do not fall within normal customs, must be adequately documented and communicated to your manager and to the Supervisory Body, which initiates the appropriate checks.



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4.6.3 Transparency and legality in relations with the Public Administration

Fonderia di Torbole S.r.l., aware of the importance that commitments towards the Public Administration and Public Institutions are undertaken in strict compliance with the laws and regulations in force, in order to enhance and maintain its integrity and reputation, reserves the exclusive the carrying out of the aforementioned activity by the designated and authorized company functions and establishes the obligation to collect and preserve the documentation relating to any contact with the Public Administration.

It is, therefore, forbidden for employees, representatives or collaborators of Fonderia di Torbole S.r.l. to promise or offer to public officials, those in charge of public services or to employees in general of the public administration or other public institutions money, goods or, more generally, benefits of various kinds as compensation for acts of their office in order to promote and promote its own interests, of Fonderia di Torbole S.r.l. or obtain the execution of acts contrary to the duties of their office. In general, any activity, even through a third party, aimed at influencing the independence of judgment or ensuring any advantage for Fonderia di Torbole S.r.l. is prohibited.

From this perspective, Fonderia di Torbole S.r.l. allows the payment, authorized and adequately documented, of gifts, acts of commercial courtesy or benefits in any form (for example donations) provided that they are of modest value and, in any case, of such a nature as not to compromise the integrity and reputation of the parties and to cannot, under any circumstances, be interpreted by a third-party and impartial observer as aimed at obtaining advantages and favors in an improper manner.

On the other hand, employees must refrain from accepting, directly or indirectly, benefits of any kind from public officials, public service representatives or employees in general of the Public Administration or other Public Institutions; any proposals of this kind must be promptly communicated to the Supervisory Body, which initiates the appropriate checks.

Fonderia di Torbole S.r.l. undertakes to rigorously observe, if the case exists, in addition to the applicable legal provisions, the rules issued by the regulatory authorities of the national and international market, aimed at regulating the carrying out of activities on the same with the intention of guaranteeing conditions fair market conditions based on healthy and free competition.

In this case, therefore, Fonderia di Torbole S.r.l. requires its staff to cooperate with the Regulatory Authorities mentioned above, complying with any request for information coming from the aforementioned bodies and providing the data in a timely, transparent, complete and correct manner. and the information requested.

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4.6.4 Support for the community

Fonderia di Torbole S.r.l., aware of the effects that its activity can have on the economic and social development and on the general well-being of the community, works to ensure that each activity is carried out with respect for local and national communities.

Fonderia di Torbole S.r.l., in carrying out its activities, undertakes to:

- encourage dialogue with trade unions and other associations in full respect of mutual interests;
- base relationships with political parties, their representatives or candidates on rigorous compliance with current legislation;
- promote and, where appropriate, support social, sporting, humanitarian and cultural initiatives also through the provision of contributions in favor of foundations, institutions, organizations or bodies dedicated to carrying out activities to promote respect for human dignity, in terms of affirmation of the equality of all human beings, of recognition of personal and cultural diversity, of freedom of thought and belief; of aid to poor populations, to victims of disasters of natural or human origin, to victims of war; more generally dedicated to activities aimed at improving conditions and quality of life and spreading a culture of peace and solidarity. These contributions must be paid in a manner strictly compliant with the law and provisions in force and adequately documented.

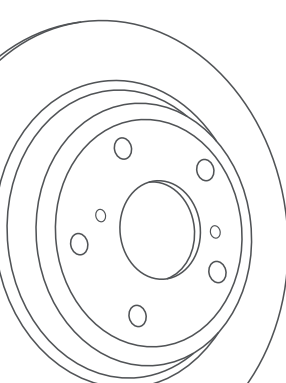
4.7 Environmental Protection

Fonderia di Torbole S.r.l. undertakes to ensure that its business is always carried out with full respect for the environment and public health, in compliance with the provisions of the law and the national and international regulations in force.

Fonderia di Torbole S.r.l., in fact, adopts operational management strategies and procedures based on the principles of ecological sustainability of all its activities, in consideration of the rights of future generations.

4.8 Forced labor, slavery and child labor

GUIDING PRINCIPLE



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Workers must be able to freely choose whether to accept a job, they must be able to move freely once hired, they must be free to seek employment without being subjected to undignified recruitment practices and they must be able to withdraw from their contract without paying penalties. The objective is to create a working environment that does not place restrictions on the ability of workers to access employment and freely carry out their work. The company does not employ workers under the age of 18 and therefore minors.

REFERENCE STANDARDS FOR COMPLIANCE

Workers must receive a salary in exchange for their work in accordance with national sector contracts.

The employer, employment agencies or any other intermediary or recruiter shall not retain any original identity documents of the worker, require security or cash deposits as a condition of hiring or maintaining employment.

FEES AND PAYMENTS

Workers will not have to pay any commissions or incur any expenses or other costs to obtain employment. Any expenses associated with obtaining employment will have to be borne by the employer. Workers will have to be reimbursed if they have incurred expenses of this type. Out-of-pocket expenses (such as food, accommodation, utilities, equipment or transport) not expressly specified in the employment contract cannot be deducted or reduced from the worker's salary.

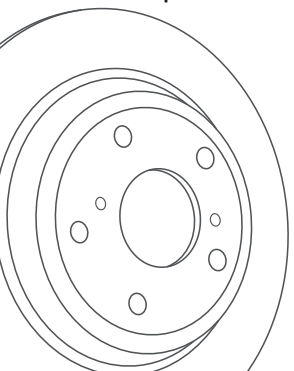
FREEDOM OF MOVEMENT

The employer must allow workers to move freely within the work areas to which they are assigned during working hours, this includes the possibility of having access to drinking water and toilets. Workers are allowed to leave the workplace during lunch breaks and at the end of working hours.

If the employer provides accommodation to the workers, no time and movement restrictions should be imposed on the workers.

STORAGE AND CUSTODY OF DOCUMENTS

Except for a short period, necessary for the purposes of obtaining entry visas, work permits or for other legally recognized purposes, each worker must have full possession and control of his or her original identification documents at all times (e.g. passport, identity card, work permit, diploma or school certificate).



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If individual lockers are provided to store personal items, each worker must be authorized to maintain full control and access to them at all times. The employer will not be able to limit access to lockers.

JOB CONTRACTS

All terms and conditions of employment must be set out in the employment contract and must be mutually agreed with the workers before the start of the employment relationship or, in the case of migrant workers, before departure from the place of origin.

The employment contract must be drawn up in a language that workers understand and explained verbally to workers who are unable to read.

Employment contracts cannot be unilaterally modified once signed and provide for less favorable wages, benefits and/or working conditions.

All workers will be able to resign or terminate their employment contract according to the terms of the contract and in accordance with local regulations.

If the worker does not provide the legally required notice of termination of the employment relationship, any expense incurred by the employer in relation to the termination of the contract may be charged to the worker, but may not exceed the amount required by local law.

5. DISCIPLINARY SYSTEM

Compliance with the rules of the Code of Ethics must be considered an essential part of the contractual obligations of employees pursuant to and for the purposes of article 2104 of the Civil Code "Diligence of the employee".

Violations of the rules of the Code of Ethics may constitute:

- failure to fulfill the primary obligations of the employment relationship or disciplinary offence;
- failure to fulfill the contractual obligations assumed by non-employed collaborators and/or subjects having business relationships with Fonderia di Torbole S.r.l..

Fonderia di Torbole S.r.l. guarantees that the sanctions envisaged and possibly imposed for violations of the Code of Ethics will be based on compliance with the principles of proportionality, coherence, impartiality and uniformity, and will be taken in compliance with current regulatory provisions regarding labor law.

Fonderia di Torbole S.r.l., in order to avoid any arbitrariness and any inequality in the disbursement of the aforementioned sanctions, refers to the provisions in question of the national collective agreement for the "Private metalworking and plant installation industry" sector.

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6. FINAL PROVISIONS

This Code of Ethics is approved by the Board of Directors of Fonderia di Torbole S.r.l. and comes into force following the aforementioned approval.

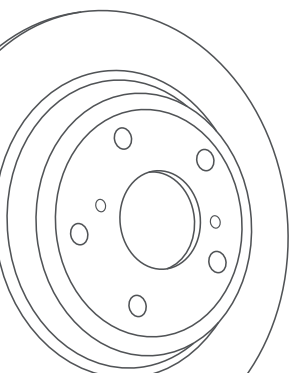
Any possible variation and/or addition to this Code of Ethics must also be submitted to the approval of the Board of Directors, which determines its enforceability, and must be brought to the attention of all recipients by the corporate body responsible for such function as promptly as possible and in the manner deemed most appropriate and effective.

Torbole Casaglia, 20 SEPTEMBER 2022

P. the Board of Directors

President

Dott. Alberto Soardi



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