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Introduction

Fonderia Taroni, founded in 1974, boasts a consolidated tradition in aluminum gravity casting which represents the ideal solution for those who wish to produce medium and large series of pieces, especially in the case of complex pieces and with elaborate internal structures, thanks to the use of cores in shell molding with great precision.

Fonderia Taroni pays great attention to the ethical aspects of the company and considers legality and correctness as essential conditions in pursuing the company mission. In carrying out its activities, Fonderia Taroni intends to observe, in addition to the laws and provisions in force, the guiding principles and high ethical standards that are collected in this Code of Ethics.

Ethics in entrepreneurial activity is in fact an approach of fundamental importance for the proper functioning and credibility of the Company towards customers, suppliers and, more generally, towards the entire economic context in which it operates.

Fonderia Taroni intends to transform the knowledge and appreciation of the ethical values to which it relates into a competitive advantage.

The Company has therefore decided to adopt this Code of Ethics in order to confirm and establish in a document the principles of correctness, loyalty, integrity and transparency of behaviour, of the way of operating and of the management of relationships both internally and towards third parties. "Recipients" of the Code of Ethics are those who work for the Companies: employees, directors, supervisory bodies as well as internal and external collaborators who contribute to the achievement of the Company's objectives as part of its management and supervision.

These subjects are therefore required to know the content of the Code of Ethics and to contribute to its implementation and the dissemination of the principles developed therein.

The rules contained in the Code of Ethics integrate the behavior that the Recipients are required to observe by virtue of the civil and criminal laws and regulations in force, and the obligations established by collective bargaining.

The Recipients of the Code of Ethics who violate its rules damage the relationship of trust with the Company and will be subject to the sanctions provided for by the Disciplinary System.

I. General Principles

A) Legality

Fonderia Taroni operates in absolute compliance with the law and this Code.

All Recipients are therefore required to comply with all applicable, also making use of the training opportunities offered by Fonderia Taroni.

The Company considers the transparency of financial statements and accounting to be a fundamental principle for carrying out its business and protecting its reputation.

B) Correctness

Correctness and moral integrity are an unyielding duty for all Recipients.

The Recipients are required not to establish any privileged relationship with third parties which is the result of external solicitations aimed at obtaining improper advantages.

In carrying out their activities, the Recipients are required not to accept donations, favors or benefits of any kind (except for objects of modest value) and, in general, not to accept any compensation for the purpose of granting advantages to third parties in an improper manner.

The Recipients must not make donations of money or goods to third parties or in any case offer illicit benefits or favors of any kind (except for objects of modest value or commercial courtesy gifts authorized by the Company) in connection with their activity.

The intrinsic conviction of acting in the interests of the Company does not exempt the Recipients from the obligation to promptly observe the rules and principles of this Code.

C) Non-Discrimination

In relations with Stakeholders and in particular in the selection and management of personnel, in the work organization, in the choice, selection and management of suppliers, as well as in relations with Bodies and Institutions, Fonderia Taroni avoids and repudiates

any discrimination concerning the age, sex, race, sexual orientation, state of health, political and trade union opinions, religion, culture and nationality of your interlocutors.

Fonderia Taroni, at the same time, promotes integration, promoting intercultural dialogue, the protection of the rights of minorities and vulnerable individuals.

D) Confidentiality

Fonderia Taroni undertakes to ensure the protection and confidentiality of the personal data of the Recipients and Stakeholders, in compliance with all applicable regulations regarding the protection of personal data.

The Recipients are required not to use confidential information, learned as a result of their work activity, for purposes unrelated to the exercise of this activity, and in any case to always act in compliance with the confidentiality obligations assumed by Fonderia Taroni towards all Holders of Interests.

In particular, the Recipients are required to maintain maximum confidentiality on documents suitable for revealing know-how, transport information, commercial information and corporate operations.

E) Diligence

The relationship between Fonderia Taroni and its employees is based on mutual trust: employees are, therefore, required to work to promote the interests of the company, in compliance with the values set out in this Code.

The Recipients must refrain from any activity that could constitute a conflict with the interests of Fonderia Taroni, renouncing the pursuit of personal interests in conflict with the legitimate interests of the Company.

In cases where the possibility of a conflict of interest exists, the Recipients are required to contact their hierarchical superior without delay so that the company can evaluate, and possibly authorize, the potentially conflicting activity.

In cases of violation, the Company will adopt all appropriate measures to put an end to the conflict of interest, reserving the right to act for its own protection.

F) Loyalty

Fonderia Taroni and the Recipients undertake to achieve fair competition, in compliance with national and community legislation, in the awareness that virtuous competition constitutes a healthy incentive to innovation and development processes, and protects the interests of consumers and the community.

II. Relationships with the outside and the inside

Fonderia Taroni has the primary objective of guaranteeing high quality in carrying out company activities.

All actions and operations of the Company must be adequately recorded and it must be possible to verify the decision-making, authorization and implementation process. For each operation 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. .

Fonderia Taroni is committed to ensuring the traceability of financial flows to and from the outside and the traceability of payments with particular reference to customers, suppliers and external consultants

In relations with administrators, general managers, auditors or liquidators, and in general with subjects subordinate to them and belonging to third-party companies, in particular customers, it is mandatory to maintain a strictly professional attitude, avoiding any form of giving or promise of money or other utility that has a personal nature; Any action against the aforementioned persons is particularly prohibited, even if it can only be interpreted as aimed at obtaining from them the performance or omission of acts in violation of the obligations inherent to their office or their obligations of loyalty towards the companies to which they belong.

Fonderia Taroni and its collaborators must respect the principles and rules of free competition and all relevant legislation. It is forbidden to enter into any pact or agreement with competing companies that could influence prices, terms and commercial conditions on the market and in general hinder free, complete and honest competitiveness.

Fonderia Taroni avoids entering into business relationships with third parties whose participation in criminal or terrorist activities is ascertained or even reasonably presumed.

A) Relationships with customers

Fonderia Taroni orients its business towards maximum customer satisfaction. To this end, Fonderia Taroni informs its research, development and marketing activities to high product quality standards, paying attention to customer requests. In relations with customers, the Company ensures correctness and clarity in commercial negotiations, as well as correct and diligent contractual fulfillment. All communications addressed to them, as well as advertising messages, are based on criteria of simplicity, clarity and completeness, avoiding the use of any misleading and/or incorrect practices. In conducting business with customers, the Recipients of the Code of Ethics must apply suitable conditions for each type of customer, establishing homogeneous treatments for customers who find themselves in the same conditions and in any case compliant with market practices typical of the sector. The quality of the conditions offered must not be influenced by factors linked to personal relationships between employees or top management and customers.

When conducting any negotiation, situations in which the parties involved in the transactions are or may appear to be in a position of conflict of interest must always be avoided.

Fonderia Taroni resorts to litigation only when its legitimate claims do not find the necessary satisfaction in the interlocutor. When conducting any negotiation, situations in which the parties involved in the transactions are or may appear to have a conflict of interest must always be avoided.

Fonderia Taroni is committed to promoting the maximum diffusion of the Code of Ethics among its Customers, facilitating knowledge, communication and discussion on the issues that are the subject of it.

B) Relationships with suppliers

Relationships with suppliers, including those of a financial and consultancy nature, are subject to the principles contained in this Code and are subject to constant and careful monitoring by the Company.

Fonderia Taroni uses exclusively suppliers who operate in compliance with current legislation and the rules set out in this Code. The selection of the aforementioned subjects and the determination of the purchase conditions are based on an objective evaluation of the quality, price of the products and services offered, and the ability to promptly provide and guarantee services and products of a level appropriate to the Company's needs. Under no circumstances should a supplier be preferred to another due to favoritism, relationships or personal advantages, other than those of the exclusive interest and benefit of the Company. The suppliers of machinery and equipment must also be selected on the basis of the compliance of the supplies with compliance with regulations on safety and hygiene at work.

The supplies of personal protective equipment and in any case of general safety and prevention devices must comply with the obligations regarding certification and suitability, both general and specific, in relation to the intended use.

Before entrusting to third parties activities to be carried out within the Company or areas for which it has availability, in the context of procurement, work or supply contracts, the technical and professional suitability of the third party is verified, giving therefore following the specific legal obligations regarding safety and hygiene at work.

Violation of the principles established in this Code of Ethics constitutes a serious contractual breach, punishable by law.

C) Relationships with employees and collaborators

Fonderia Taroni recognizes that human resources are an indispensable factor for the existence, development and success of a company. For this reason, Fonderia Taroni works to improve and increase the assets and skills possessed by each collaborator, even seasonal ones, in the organizational context of the company.

Fonderia Taroni protects the dignity and moral integrity of every employee or collaborator; does not tolerate requests or threats aimed at inducing people to act against the law and in violation of the Code of Ethics, nor acts of psychological violence and/or discriminatory or harmful behavior. Fonderia Taroni condemns any form of prejudice, intimidation, illicit influence or undue hardship.

Fonderia Taroni offers equal opportunities to all employees based on their professional qualifications and individual abilities of each one, without any discrimination based on age, religion, ethnic or geographical origins, sexual, political or trade union orientation. Therefore, the Company, through the competent functions, selects, hires, remunerates and manages human resources based on criteria of merit and competence, in compliance with current collective bargaining, and adopts a reward system based on criteria of objectivity and reasonableness.

Fonderia Taroni ensures that its Employees operate according to the highest standards of quality and hygiene, in compliance with the rules defined in this Code of Ethics and in the operating procedures defined by the Company.

Employees and collaborators must act honestly and correctly, in compliance with contractual obligations and in compliance with the provisions of this Code of Ethics. In particular, each employee and collaborator is required to know and implement the provisions of company policies, with particular reference to the protection of information security and the integrity of company assets. Company assets and tools must be used with diligence and in compliance with the specific regulations prepared for this purpose by Fonderia Taroni.

All subjects who operate in the name and in the interest of Fonderia Taroni, if they find themselves in a position of potential conflict of interest, must refrain from carrying out any action in this regard and must report the existence of the conflict to their direct superior or to another company function, so that they can carry out appropriate assessments, such as, for example, indicating another manager or collaborator who is not in the same conflict situation. In any case, the CEO must be notified of the conflict of interest and the decisions taken in this regard.

D) Relationships with competitors

Fonderia Taroni promotes free and fair competition and informs its actions to obtain competitive results that reward ability, experience and efficiency. Each Recipient must act correctly in affairs of interest to the Company and in relations with the Public Administration.

Any action aimed at altering the conditions of correct competition is contrary to the company policy of Fonderia Taroni and is therefore prohibited for any person acting for the Company.

In no case can the pursuit of the Company's interests justify conduct of top management or collaborators that does not comply with the rules of this Code.

Information disclosed externally regarding the Company and corporate activities must comply with the criteria of truth, clarity and verifiability.

E) Relationships with the Public Administration

In relations with the Public Administration, Fonderia Taroni pays particular attention to every act, behavior or agreement, so that they are characterized by maximum transparency, correctness and legality. To this end, Fonderia Taroni will avoid, as far as possible, entrusting the entire process to a single natural person, on the assumption that the plurality of subjects and functions makes it possible to minimize the risk of interpersonal relationships not consistent with the will of the Company. In application of the previous principle, in authorization and inspection relationships the Company will favor the plurality of company interlocutors, always on the assumption that this allows the aforementioned risk to be minimized. In relations with public officials, behaviors which, directly or indirectly, are such as to incorrectly influence the counterparty's decision are prohibited. In particular, it is not permitted to propose employment and/or commercial opportunities that may even indirectly benefit employees of the Public Administration. If the Company makes use of consultants to be represented or receive technical-administrative assistance in relations with the Public Administration, these subjects must respect the directives given to company employees. In choosing these consultants, the Company will favor the criteria of professionalism and correctness, evaluating with extreme attention and caution the establishment of collaborative relationships with those subjects who have had a relationship of dependency with the Public Administration or are linked by family ties to certain officials.

All requests for disbursements, contributions, financing or reliefs addressed to public, national or community bodies, are made in compliance with the applicable regulations and, in particular, with the principle of separation of duties, registration and documentation; once disbursed, they can only be used for the purposes for which they were allocated.

Fonderia Taroni does not provide contributions, advantages or other benefits to political parties and workers' trade union organizations, nor to their representatives, unless in compliance with applicable legislation.

III. Health, Safety, and Environment

A) Health, hygiene and safety at work

The protection of health and safety at work is a primary objective of Fonderia Taroni.

The Company operates, at all levels, to guarantee the physical and moral integrity of its collaborators, working conditions that respect individual dignity and safe and healthy working environments, in full compliance with current legislation on the matter.

Due to the activities carried out by the Company, hygiene and safety in the workplace represent essential elements for the success of the company; it is therefore necessary that each employee respects hygiene and safety rules defined by the Company.

The Company evaluates all risks to the safety and health of workers, including in the choice of work equipment and the chemical substances or preparations used, as well as in the arrangement of the workplace. Workers carry out their activities under technical, organizational and economic conditions such as to ensure adequate accident prevention and a healthy and safe working environment. Every company decision, of every type and level, regarding safety and health at work, must take into account the following fundamental principles and criteria:

- avoid risks;
- evaluate the risks that cannot be avoided;
- combat risks at source;
- adapt work to man - in particular with regard to the design of workplaces and the choice of equipment and work and production methods - in particular to mitigate monotonous work and repetitive work and to reduce the effects of these works on health;
- take into account the degree of evolution of the technique;
- give priority to collective protection measures over individual protection measures.

The Company plans specific prevention activities, aiming for a coherent complex that integrates technique, organization, working conditions, social relations and the influence of working environment factors.

The Company undertakes to spread and consolidate a culture of safety among all its collaborators, developing awareness of the risks and promoting responsible behavior on the part of all collaborators, also through the prescription of specific instructions.

The Recipients of this Code, and in particular the Employer and its possible delegates and sub-delegates, the Managers, the Supervisors, the Workers, the Head of the Prevention and Protection Service, the Competent Doctor and the Workers' Safety Representative contribute to the process of risk prevention and protection of health and safety towards themselves, colleagues and third parties, without prejudice to individual obligations and responsibilities pursuant to the applicable legal provisions on the matter.

There is a general ban on the use of alcohol or narcotics within company activities.

There is also a ban on smoking in the workplace - in compliance with the law - and in any case, in any circumstance in which smoking could cause danger to company structures and assets or to the health or safety of colleagues and third parties.

B) Environmental Protection

Fonderia Taroni considers the environment a primary community asset that needs to be safeguarded. To this end, the company plans its business activities in compliance with environmental needs, in compliance with applicable legal and regulatory provisions, providing maximum cooperation to the public authorities responsible for verifying, monitoring and protecting the environment.

In the case of planning, carrying out or entrusting building interventions to third parties, Fonderia Taroni works to carry out all investigations aimed at preventing possible environmental risks deriving from the intervention and preventing damage.

The Recipients of this Code are required to contribute to the company objective of maximum protection and safeguarding of the environment. In particular, those involved in the production processes pay the utmost attention to avoid any illicit discharge or emission of harmful materials. Waste and processing residues considered at risk must be treated in compliance with specific company regulations specifically prepared.

Fonderia Taroni is committed to spreading and consolidating a culture of environmental protection and pollution prevention, developing awareness of risks and promoting responsible behavior.

IV. Counterfeit Parts Prevention

Fonderia Taroni is committed to preventing the introduction and use of counterfeit parts in its supply chain and production processes. Counterfeit parts pose significant risks to product integrity, safety, and compliance with industry standards. To mitigate these risks, the company implements strict quality control measures, including thorough supplier vetting, traceability of raw materials, and adherence to international standards. Employees and suppliers are required to report any suspected counterfeit components, and immediate corrective actions are taken to eliminate risks and ensure compliance with regulatory requirements.

V. Export Controls and Economic Sanctions

Fonderia Taroni is committed to complying with all applicable export control laws and economic sanctions regulations, including those established by the European Union, the United Nations, and other relevant authorities. The Company ensures that its products, technologies, and services are not exported, re-exported, or transferred to entities, individuals, or countries subject to trade restrictions without proper authorization.

To uphold these commitments, Fonderia Taroni conducts due diligence on all international transactions and business partners, verifying compliance with applicable sanctions and embargo lists. Employees involved in export activities receive regular training to stay informed about regulatory requirements and compliance obligations.

Any suspected violation of export control or economic sanction laws must be reported immediately to the Compliance Department. Failure to comply with these regulations may result in disciplinary actions and legal consequences for both the Company and the individuals involved.

VI. Prohibition of discrimination and retaliatory acts

Fonderia Taroni is committed to respecting the rights as well as the physical, cultural and moral integrity of all the people with whom it interacts, guaranteeing equal opportunities and avoiding any discrimination.

In particular, towards all interlocutors, discrimination related to age, sex, sexual orientation, race, physical condition and state of health, nationality and ethnic origin would not be tolerated in any way, political opinions, religion, marital status and any other discrimination contrary to the law.

Fonderia Taroni is committed to operating in a fair and impartial manner. The Company condemns any form of retaliation against employees and collaborators who have complained of forms of discrimination.

VII. Information processing

The processing of information takes place in full respect of the confidentiality and privacy of the interested parties. To this end, the separation of roles and responsibilities is ensured when processing information; any third parties who intervene are bound by the confidentiality agreement.

Any information and material obtained by the Recipients of this Code of Ethics in relation to their work or professional relationship is strictly confidential and remains the property of the Company. This information may concern present and future activities, including news not yet released even if soon to be disclosed.

Those who, due to the exercise of a function, a profession or an office, have access to information regarding the Company (by way of example information regarding management changes, projects and strategic plans, budgets, business plans), cannot use them for one's own or others' advantage, but exclusively for the execution and within the scope of one's office or business activity.

In any case, all Recipients of this Code of Ethics are recommended to maintain confidentiality regarding information concerning the Company and their work or professional activity.

The disclosure of information externally is reserved exclusively for the competent company functions and takes place in strict compliance with the laws, transparency and truthfulness of the same.

With particular regard to information towards the Public Administration, it must be truthful, correct, transparent and complete, and must be produced and disclosed according to the company organizational procedures and the related authorization flows.

In information processing activities, the principles of responsibility, transparency, limitation of collection, purpose of use, verifiability, quality and security must be respected.

The primary objective of Fonderia Taroni is the protection of all company information and technical experiences, including commercial ones. All recipients are therefore prohibited from revealing the aforementioned information and experiences to third parties, unless they are, as a whole or in the precise configuration or combination of their elements, already known to the public or easily accessible to experts and operators in the sector.

VIII. Use of IT resources

IT and telematics resources represent a fundamental tool for the competitiveness of the company, as they ensure the speed, breadth and correctness of the information flows necessary for the efficient management and control of company activities.

All information contained in the company's IT and telematics systems, including e-mail, are the property of Fonderia Taroni and must be used for the sole purpose of carrying out company activities, according to the methods and within the limits indicated by the same.

In order to guarantee compliance with all regulations on privacy, IT and telematics tools must be used in a limited manner and in any case correctly, avoiding any use which has the purpose of collecting, archiving and disseminating information. Data and information for purposes other than those permitted and required by the carrying out of the company activity.

Employees are prohibited from using any computer or telematics program on which copyright is held by third parties and which has not been previously licensed to the Company.

The use of IT and telematics tools is subject to constant monitoring and verification by the Company, in order to prevent the commission of crimes relevant to Legislative Decree. 231/2001 and to protect the company and its assets.

IX. Accounting books and company registers

Fonderia Taroni accurately and completely records all company activities and operations, in order to implement maximum accounting transparency towards the external bodies in charge and to avoid false, misleading or deceptive entries appearing in the accounting records.

The administrative and accounting activity is implemented through the use of IT tools and procedures that optimize efficiency, correctness, completeness and correspondence with accounting principles. These tools and procedures also facilitate the necessary controls and checks on the legitimacy, coherence and congruity of the decision-making, authorization and carrying out process of company operations.

Fonderia Taroni believes that the correctness of financial statements and all accounting and corporate information constitutes a fundamental value within the company. The Company offers maximum collaboration by providing correct and truthful information regarding company activities and operations in the event of any requests made by the competent bodies.

X. Corporate Conduct

Fonderia Taroni promotes corporate conduct that respects all applicable legal regulations. The Company undertakes to safeguard the free determination of the assembly and to collaborate with the relevant authorities in the event of any checks and/or checks. Fonderia Taroni pursues maximum transparency and reliability, in particular towards creditors, in strict compliance with the rules regarding the integrity of the share capital and non-distributable reserves.

In carrying out company activities, the Recipients of this Code are required to avoid any form of association with third parties which could generate the risk of committing facts envisaged by law as a crime.

XI. Conflicts of Interest

The Recipients of this Code of Ethics must avoid any situation or activity in which a conflict of interest could arise between personal economic activities and the duties held in the company. In fact, Recipients are not allowed to pursue personal interests to the detriment of company interests, nor make personal and unauthorized use of company assets.

XII. Implementation and Control

In compliance with current legislation and with a view to planning and managing company activities aimed at efficiency, correctness, transparency and quality, Fonderia Taroni adopts organizational and management measures suitable to prevent illicit behavior or in any case contrary to the rules of this Code by any person acting for the Company.

Due to the structure of company activities and internal organization, Fonderia Taroni adopts a system of delegation of powers and functions, providing in explicit and specific terms for the assignment of tasks to people with suitable ability and competence. With particular reference to the extension of delegated powers, the Company adopts and implements organization and management models suitable to guarantee the carrying out of company activities in compliance with the law and the rules of conduct of this Code and to prevent and promptly eliminate any situations of risk.

The application of the Code of Ethics is delegated to the President of the Board of Directors, who is entrusted with the following tasks:

- a) monitor compliance with the Code and its dissemination to all Recipients;
- b) verify any news of violation of the Code and inform the competent corporate bodies and functions of the results of the checks prepared for this purpose with a view to the adoption of any sanctioning measures;
- c) propose changes to the content of the Code to adapt it to the changing context in which the Company finds itself operating and to the needs arising from its organizational evolution.

This Code of Ethics is adequately disseminated to the Recipients.

XIII. Reporting Violations

Any violations of this Code of Ethics may be reported by each Recipient in a confidential manner directly to the CEO.

The procedures for reporting and verifying violations are based on criteria of confidentiality of the identity of the reporter, in order both to prevent retaliation of any kind against him and to guarantee effective and truthful verification of the facts.

XIV. Sanctions

Violation of the provisions of this Code of Ethics, taking into account both its intensity and possible recurrence, will constitute a disciplinary offense and failure to fulfill the contractual obligations of the employment or functional relationship or professional collaboration, with all consequent legal and contractual effects. . It will therefore give the Company the right to apply the disciplinary sanctions provided for by the CCNL, as well as those provided for by the Organization, Management and Control Model adopted by the company and to which reference should be made for details of the disciplinary system.

XV. Final Provisions

This Code of Ethics takes effect immediately from today's date and until any revision.

All Recipients are obliged to take adequate knowledge of it and observe all the principles and provisions contained therein.