

ETHICAL CODE

Through this Ethical Code, Metallurgica Frigerio intends to promote the values that characterize the Company's activities and that inspire its employees, collaborators, and partners. The corporate bodies, personnel, collaborators, and partners of the Company are informed of the provisions of the Code.

Metallurgica Frigerio pursues growth and development in compliance with the law, fairness, and integrity, guiding every decision toward the creation of value and excluding any fraudulent practices or the use of unlawful means. It also ensures administrative correctness and an adequate organizational structure by adopting decision-making and management procedures that make its activities lawful, consistent, and verifiable.

Personnel are required to act with diligence, confidentiality, and respect for internal rules, avoiding conduct that is unlawful or potentially harmful to the Company. Metallurgica Frigerio promotes professional growth, protects against all forms of discrimination, and guarantees safety and hygiene conditions in accordance with regulations. It ensures trade union freedom, protection from harassment, and safe access to the whistleblowing channel.

Metallurgica Frigerio adopts environmentally responsible behaviours, investing in technologies and solutions aimed at optimizing resources and ensuring safe production processes, committing to continuous improvement, energy savings, and efficient water use.

The protection of health is a priority: the Company complies with current regulations, adopts advanced systems, invests in safety, and continuously trains its workers, carrying out risk assessments and applying adequate preventive measures so that everyone is aware of the behaviours necessary to ensure a safe environment.

Finally, the processing of personal data takes place in compliance with the principles of fairness and confidentiality, ensuring the integrity of IT systems and controlled, authorized access to data, to protect privacy and prevent intrusions or violations.