



Supplier Code of Conduct for AVIMATIC s.r.l.

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1. Supplier Code of Conduct

Avimatic is aware of the challenges it faces. It declares its commitment to playing a leading role in addressing them while maintaining increasingly high standards of integrity, fairness, reliability, and sustainability. Avimatic affirms that the principles of equal opportunity, inclusion, and respect for all individuals—alongside compliance with internal and external regulations and the company's Code of Ethics—are fundamental to the organization's success and sustainability. Suppliers play a crucial role in the implementation of the company's strategy. It is imperative that they share the same values, principles, and standards. Avimatic requires all suppliers to adhere to responsible business practices geared towards sustainable development. All operations must be carried out in compliance with this Code of Conduct.

2. Legal Provisions

In addition to complying with the laws of their own country, suppliers must also adhere to all laws applicable in the countries receiving the supplied goods and/or services—to the extent known—including those specifically relating to the activity being performed.

3. Human Rights

Suppliers must avoid any form of relationship—whether direct, indirect, or through third parties—with individuals or legal entities that support, or are reasonably suspected of supporting, criminal organizations of any kind, whether in Italy or abroad. This includes those involved in human trafficking, the exploitation of child labor, and forced, servile, or compulsory labor.

4. Employees

Suppliers are required to foster a diverse and inclusive work environment that ensures respect for personal dignity and fair treatment for all individuals interacting with the company in any capacity—regardless of race, religion, gender, age, ethnic or national origin, disability, sexual orientation or preference, marital status, citizenship, political affiliation, or other personal characteristics—essentially, an environment where individual characteristics do not lead to discrimination or prejudice. They are required to provide their employees with a workplace free from physical, psychological, sexual, and verbal harassment, intimidation, or any other unlawful behavior.

5. Health, Safety and Environment

Avimatic requires its suppliers to conduct their operations with a constant focus on sustainability and, wherever possible, to implement an appropriate Environmental Management System. Particular care must be taken regarding the use of chemical substances, products, and hazardous materials, which must comply with all relevant laws and regulations.

6. Information

Suppliers are required to ensure the secure handling of information obtained from Avimatic, protecting it against unauthorized access, destruction, use, modification, and disclosure. To achieve this, they must implement appropriate information security programs. Information must be used solely for the purpose for which it was collected. Furthermore, suppliers must comply with privacy laws and regulations regarding the collection, processing, and transfer of personal data and information. Any data breach or security incident—even a suspected one—must be reported to the following email address: info@avimatic.com. Suppliers are required to comply with all relevant legislation concerning intellectual property rights, including provisions regarding the protection of confidential information.

7. Counterfeiting, Safety, and Quality of Components/Products

Avimatic expects its suppliers to establish, implement, and maintain appropriate methods and processes for their products in order to mitigate the risk of supplying counterfeit parts and materials. Furthermore, Avimatic expects its suppliers to comply with all laws and regulations regarding product safety and quality, in accordance with statutory standards and those agreed upon between the parties. To this end, they must implement a system to detect any counterfeit components and/or materials and/or any defects.

8. Consistency of contributions

Suppliers are required to comply with all applicable tax, labor, and social security regulations. Under no circumstances shall suppliers intentionally participate in tax and/or social security evasion or assist others in such evasion. They must implement effective controls to mitigate the risk of evasion.

9. Payment procedures

Avimatic expects suppliers to adopt fair and reasonable payment practices, ensuring the timely payment of valid and undisputed invoices in accordance with agreed contractual payment terms and relevant regulations.

10. Violation of this Code of Conduct

In the event of a violation of the provisions of this Code, the business relationship may be re-evaluated and corrective measures may be taken in accordance with the terms of the supply contract(s), potentially resulting in removal from the supplier register.

11. Reporting of misconduct (whistleblowing)

Anyone who becomes aware of conduct (acts or omissions) that raises reasonable doubts—or constitutes known instances—of illegality or violations of the Code of Ethics, internal company regulations, or applicable compliance procedures and/or rules, is required to report such matters in writing via email to info@avimatic.com. Irregularities may also be reported verbally by calling +39 0373/649457, a line available Monday through Friday from 8:00 AM to 6:00 PM.

12. Compliance and modifications

Any modification must be approved by the owners of AVIMATIC.

CEO _ Ing. Stefano Preda



Bagnolo Cremasco (CR) Italy _ 14/10/2026