



# **SUPPLIERS CODE OF CONDUCT**

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# TABLE OF CONTENTS

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	<b>Introduction</b>	<b>PAG. 3</b>
<b>1</b>	<b>Suppliers Requirement</b>	<b>PAG. 4</b>
1.A	Environment	PAG. 4
1.B	Social	PAG. 5
1.C	Governance	PAG. 6
<b>2</b>	<b>Supplier Acknowledgement</b>	<b>PAG. 7</b>
2.A	Follow-up	PAG. 7
2.B	Consent	PAG. 8

# INTRODUCTION

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At REPI , we are committed to conducting our business with integrity, transparency, and respect for our people and the environment. These principles guide not only our internal practices but also the way we collaborate with external partners.

The **Supplier Code of Conduct** sets out the standards of ethical, social, and environmental responsibility that we expect from all suppliers, contractors, and business partners who contribute to our value chain at all levels and in all our geographies. It is intended to complement our Code of Ethics, Whistleblowing Policy, and other company guidelines, ensuring consistency across all areas of our operations.

By adhering to this Code, our suppliers demonstrate their commitment to responsible business conduct, compliance with applicable laws and regulations, and respect for human rights, labour standards, health and safety, and environmental protection.

This document not only is a set of rules but also a framework for a long-term partnership based on trust, accountability, and shared values. We expect our suppliers to embrace these principles, to cascade them within their own supply chains, and to engage in open dialogue with us whenever challenges arise

REPI Mission is to create high value-added products and to provide superior services to customers in terms of R&D, prototyping, technical analysis, consulting and logistic support. In doing so we want to act in a manner that consistently reflects our values and demonstrates respect for all individuals involved in the process.

# SUPPLIERS REQUIREMENTS

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## ENVIRONMENTS

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Suppliers are expected to operate in an environmentally responsible manner and to actively contribute to the protection of natural resources. We require suppliers to:

- **Comply with environmental laws and regulations**

Ensure full compliance with all applicable local, national, and international environmental laws, regulations, and standards.

- **Resource efficiency and waste management**

Strive to reduce the consumption of energy, water, and raw materials. Implement measures to minimize waste, promote reuse and recycling, and ensure safe and responsible disposal of hazardous substances.

- **Pollution prevention**

Take proactive steps to prevent air, water, and soil pollution. Monitor emissions and discharges and adopt practices and technologies that reduce their environmental impact.

- **Climate responsibility**

Work towards reducing greenhouse gas emissions, supporting energy efficiency, and adopting renewable energy where feasible. Suppliers are encouraged to set reduction targets aligned with international climate goals.

- **Sustainable sourcing**

Use environmentally responsible sourcing practices, giving preference to raw materials, products, and services with lower environmental impact, including those that promote circular economy principles.

- **Biodiversity and ecosystem protection**

Avoid activities that negatively affect biodiversity, deforestation, or natural habitats, and support initiatives that preserve and restore ecosystems.

## SOCIAL

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Suppliers are expected to respect and protect human rights, promote fair working conditions, and ensure the health and safety of all individuals involved in their operations. At a minimum, we require suppliers to:

- **Compliance with labor laws and standards**

Adhere to all applicable labor and employment laws, including those related to working hours, wages, benefits, and conditions of employment.

- **Prohibition of child labor**

Do not employ workers below the legal minimum working age, and in no case below the age of 15, in accordance with International Labour Organization (ILO) standards

- **Prohibition of forced or compulsory labor**

Do not use any form of forced, bonded, or involuntary labor, including human trafficking or prison labor. Workers must be free to leave their employment upon reasonable notice.

- **Non-discrimination and equal opportunity**

Ensure fair and equal treatment of all employees and workers, without discrimination on the basis of gender, age, ethnicity, nationality, religion, disability, sexual orientation, political affiliation, or any other protected characteristic.

- **Freedom of association and collective bargaining**

Respect the rights of employees to freely associate, join labor unions, or bargain collectively, in accordance with local laws.

- **Health and safety**

Provide a safe and healthy working environment, comply with occupational health and safety regulations, and take preventive measures to reduce risks of accidents, injuries, and work-related illnesses.

The regulatory references of this declaration are the Universal Declaration of Human Rights, the ILO Conventions (International Labour Organisation - International Labour Organisation/ILO), the UN Convention (United Nations Organization) on the rights of children, the UN Convention on discrimination against women and finally the national legislative systems.

## GOVERNANCE AND ETHICS

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Suppliers are expected to conduct their business with integrity, transparency, and in full compliance with applicable laws and regulations. At a minimum, we require suppliers to:

- **Compliance with laws and regulations**

Comply with all applicable local, national, and international laws, including those relating to trade, competition, taxation, data protection, and supply chain due diligence.

- **Anti-bribery and anti-corruption**

Prohibit all forms of bribery, corruption, extortion, or embezzlement. Suppliers must not offer, give, request, or accept improper advantages in order to obtain or retain business.

- **Fair competition**

Compete fairly and avoid practices that restrict or distort competition in violation of antitrust or competition laws.

- **Conflicts of interest**

Disclose any situation that may create a conflict of interest in the business relationship and avoid practices that could improperly influence decision-making.

- **Accurate records and transparency**

Maintain accurate and complete business and financial records in accordance with applicable standards and provide information upon request to demonstrate compliance with this Code.

- **Whistleblowing and reporting**

Provide safe and accessible channels for employees and other stakeholders to raise concerns about illegal, unethical, or non-compliant behaviour, without fear of retaliation.

## SUPPLIER ACKNOWLEDGEMENT

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By signing this document, the supplier commits to act responsibly and adhere to the principles and requirements specified herein. The supplier commits to communicate the content of this code in a comprehensible manner to employees, contractors and subcontractors and to make all necessary arrangements to meet the requirements.

REPI reserves the right to carry out audits or assessments to verify supplier compliance. Where concerns arise, appropriate measures may be taken regarding our business relationship.

In cases of non-adherence to international principles, failure to remedy identified violations, or repeated patterns of non-compliance with these standards, REPI may decide to discontinue the relationship.

All other contractual obligations remain unaffected by this Supplier Code of Conduct and take precedence over the provisions outlined herein. This applies in particular to contractual clauses requiring compliance with specific ESG standards.

If you have any concerns about potential illegal or improper conduct, please contact the REPI Legal Department, available at the following contact:

Ms. Lisa Corti, Group Head of HR & Legal, [l.corti@repi.com](mailto:l.corti@repi.com).

## FOLLOW-UP

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The Company may conduct follow-up evaluations, audits, or requests for information at its discretion to verify the Supplier's ongoing compliance with this Code of Conduct and to assess the adequacy of any corrective actions implemented.

Failure to comply with these requirements, or to demonstrate sufficient remediation, may result in mandated corrective action plans, suspension of deliveries or services, or termination of the business relationship.

## CONSENT

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This Supplier Code of Conduct forms an integral part of the contractual relationship between REPI and the Supplier. By signing this document, the Supplier confirms its commitment to comply with the principles and requirements set forth herein. In case of conflict between this Code and the terms of a separate written agreement, the contractual provisions shall prevail.

Acknowledgment and Acceptance:

We, the undersigned, hereby acknowledge that we have read, understood, and agree to comply with the principles and requirements outlined in the REPI Supplier Code of Conduct.

Executed as of this: \_\_\_\_\_(Day) of \_\_\_\_\_ (Month), \_\_\_\_\_(Year).

Business Partner Name: \_\_\_\_\_

Representative Name and Position: \_\_\_\_\_

Representative Signature: \_\_\_\_\_

Chomp/Stamp (if applicable): \_\_\_\_\_

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