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## **Responsible Purchasing Charter**

As part of the commitments undertaken in terms of sustainable development and Social Responsibility, *TecnoStar* operates in compliance with international labor standards, fully respecting principles related to human rights, the environment, and the fight against corruption throughout the entire value chain.

In this context, we encourage all our suppliers to commit to this approach, conducting their activities ethically and responsibly, and in accordance with the contents of our Code of Ethics (available on the company website - [www.tecnostar.it](http://www.tecnostar.it) -).

This 'Charter' defines values and guidelines to be shared with the entire supply chain, based on the following principles.

### **Respect and promote human rights**

- ✓ Respect fundamental principles and conventions of the International Labor Organization;
- ✓ Do not tolerate any practice of forced labor or modern slavery, exploitation of child labor, or any similar form;
- ✓ Avoid any form of discrimination, while promoting inclusion, professional equality, fairness, and diversity;
- ✓ Implement and safeguard working conditions that respect human dignity and social rights;
- ✓ Comply with legislation regarding working hours, fair remuneration, training, and freedom of association;
- ✓ Identify, assess, and mitigate risks of human rights violations.

### **Respect health and safety at work**

Promote the maintenance of a safe working environment, in compliance with health, hygiene, and workplace safety regulations.

### Promote environmental protection

Identify, assess, and mitigate environmental risks associated with one's activities, activating specific actions when necessary to limit their impact, such as reducing waste production, wastewater, or emissions of pollutants into the atmosphere.

### Respect the following rules of professional ethics

- ✓ Prevent and proactively manage conflicts of interest;
- ✓ Refrain from any illegal commercial practices or unfair competition;
- ✓ Monitor and prevent acts of corruption, implementing any necessary preventive measures to avoid their occurrence; in this regard, refrain from offering or soliciting (directly or indirectly) any form of gift or 'promise' aimed at obtaining or granting any form of benefit or decision.
- ✓ Respect confidentiality and regulations concerning personal data protection, as well as intellectual property.

### IMPLEMENTATION OF THE CHARTER

*TecnoStar's* aspiration is to evolve and progress together, also through constant dialogue and mutual trust. In this regard, suppliers and service providers are requested to adopt the above principles, agreeing to undergo monitoring activities (visits, audits) to verify their correct application, and, if necessary, to share the implementation of corrective measures.

In case of non-compliance with the principles of the Charter, *TecnoStar* reserves the right to terminate the collaboration, clearly in accordance with the relevant contractual requirements governing the relationship.

Tecno Star Srl  
Alpignano, April 15th, 2025  
The Managing Director  
Sujatha Venkatesan



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