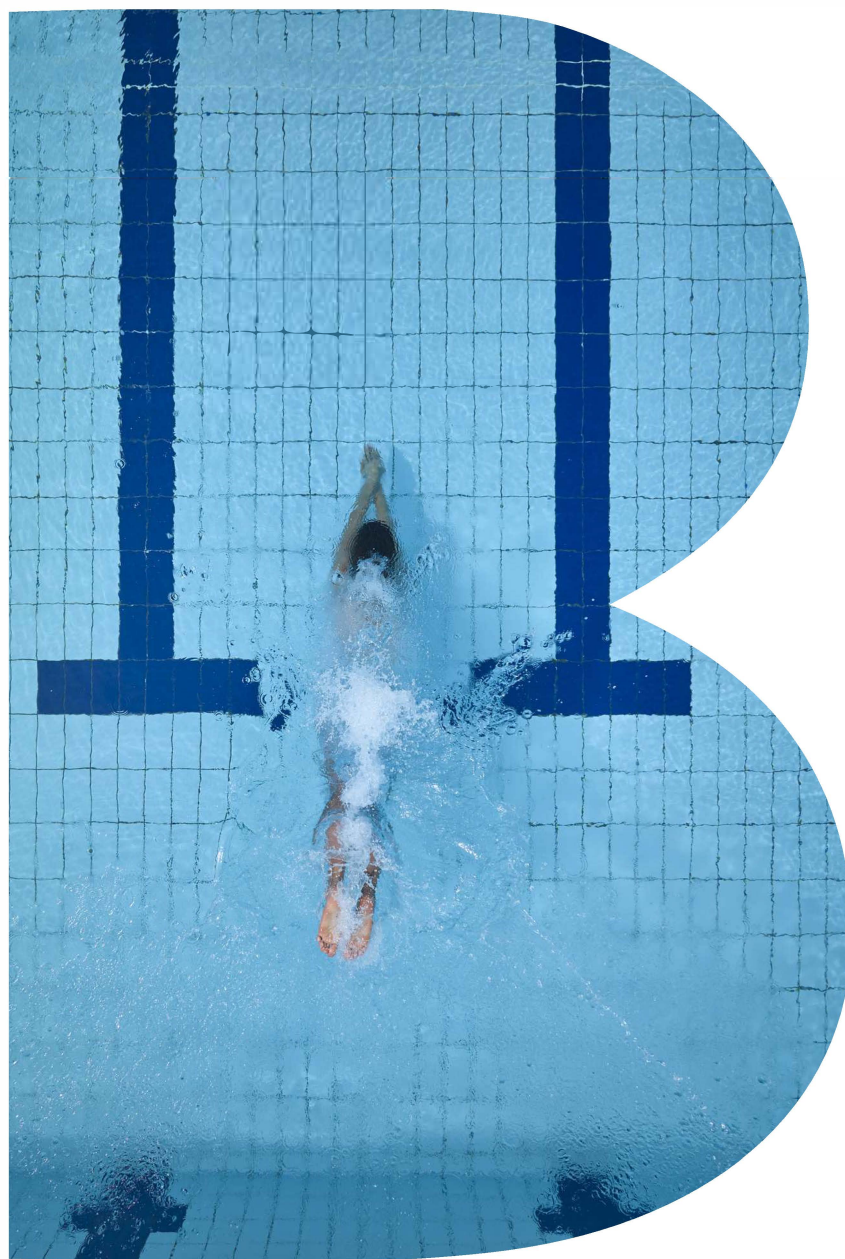




Supplier Regulations

SUPPLIER REGULATIONS

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Sustainable Procurement Policy

Code of Conduct for All Suppliers of Bluserena S.p.A. Unipersonale

Introduction:

The services and activities carried out by suppliers of Bluserena S.p.A. Unipersonale (hereinafter referred to as “Bluserena”) may have a direct impact on the Company’s reputation and on the level of trust placed in it by its stakeholders. Suppliers are therefore required to comply with the Bluserena Code of Ethics, the Anti-Corruption and Conflict of Interest Policy, and the rules set forth in this document, as well as with all applicable laws and regulations. Suppliers are also expected to require their own direct suppliers, including staffing agencies, to comply with the same standards.

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1 — Commitments

Considering the evolving challenges facing businesses today, and in line with its commitment to responsible corporate management and sustainable development, Bluserena recognizes that procurement activities and supply chain relationships represent a key area in which corporate values, principles, and behavioral guidelines must be implemented in the conduct of professional activities.

Bluserena therefore aims to ensure a fair, transparent and ethical value chain and seeks to engage its suppliers from the earliest stages of interaction with the Group. The Company maintains a proactive approach to suppliers' needs and supports them in the development of new capabilities and competencies.

Through the Code of Ethics applicable to all stakeholders of the Bluserena Group, including suppliers, this document promotes:

- **respect for Human Rights**
- **compliance with applicable labor legislation**
- **prohibition of child labor and forced labor**
- **elimination of discriminatory practices**
- **commitment to occupational health and safety**
- **prevention of fraud, bribery and corruption**
- **environmental protection in all areas where the Company operates**

All suppliers of Bluserena are expected to operate with honesty, integrity and transparency as fundamental standards of conduct. Suppliers must also comply with the terms and conditions of their contractual agreements with Bluserena, as well as with all applicable laws and regulations in the countries and jurisdictions in which they operate or provide goods and/or services.

These commitments form the basis of the Code of Ethics applicable to Suppliers, which establishes the minimum standards that all Bluserena suppliers are required to meet.

2 —

Sustainable Supply Chain Principles

2.1. Human Rights

Bluserena recognizes and respects the principles set forth in the United Nations Universal Declaration of Human Rights. The Company is committed to combating modern slavery by raising awareness among its employees and encouraging its business partners, as members of the global business community, to take a clear stance against human trafficking.

2.2. Prohibition of Child Labor

Suppliers must comply with all applicable local laws regarding minimum working age and must not employ workers below the legally permitted age for the type of work performed in any of their facilities.

2.3. Prevention of Human Trafficking and Modern Slavery

Suppliers must not permit any form of modern slavery, human trafficking, child exploitation, or forced labor. All work must be voluntary. Suppliers must ensure that recruitment costs are borne by the employer, and workers must not be required to pay fees or expenses in order to obtain employment.

2.4. Prevention of Harassment and Inhumane Treatment

Suppliers must treat all workers — including temporary workers, migrant workers, students, contract workers, direct employees, and any other category of personnel — with dignity and respect. Suppliers must ensure the absence of threats of violence, physical punishment, confinement or any other form of harassment or abuse, including sexual, psychological or verbal abuse. Clear disciplinary policies and procedures must be established and communicated to workers.

2.5. Non-discrimination

Suppliers must ensure that no discrimination occurs in the workplace or in recruitment practices on the basis of race, gender, age, disability, marital status, sexual orientation, pregnancy, nationality, caste, national origin, veteran status, minority status, or affiliation with political, religious or trade union organizations or any other characteristic protected by applicable law.

2.6. Working Conditions

Suppliers must ensure and document that employees work reasonable daily and weekly hours in accordance with applicable local laws. Suppliers must comply with national legislation and industry standards relating to wages, working hours, rest periods, and leave. Workers must be compensated in accordance with all applicable wage laws, including those governing minimum wage, overtime compensation, rest days, and paid leave.

2.7. Occupational Health and Safety

Suppliers must provide a safe and healthy working environment, ensuring an adequate level of protection for employees and appropriate safety conditions for the performance of their duties.

2.8. Freedom of Association

Suppliers must respect workers' rights to freedom of association and collective bargaining in accordance with applicable laws and regulations.

2.9. Community Engagement

Suppliers are encouraged to create shared value within the communities in which they operate. They should assess the potential impact of their activities on local communities and implement measures to mitigate or prevent any adverse effects.

2.10. Fair Competition

Suppliers must comply with all legal requirements relating to fair competition and responsible marketing practices. Competitive and confidential information must be handled with confidentiality, legality and integrity.

2.11. Business Ethics and Anti-Corruption

Suppliers must conduct all business relationships with integrity, transparency and fairness. Bluserena strictly prohibits the offering or giving of money or other items of value, directly or indirectly, to any person for the purpose of influencing the performance of official duties for the benefit of Bluserena. Suppliers must not make illegal payments either directly or through third parties.

2.12. Environmental Sustainability

Suppliers are encouraged to implement programs aimed at reducing the environmental impact associated with the life cycle of their products or services and consequently reducing their carbon footprint. Suppliers must comply with Italian environmental legislation and adopt a proactive approach to environmental protection.

2.13. Carbon and Emissions Management

Suppliers must monitor the carbon footprint of their products and services and work toward its reduction. They must also monitor and control emissions of volatile organic compounds (VOCs), aerosols, corrosive substances, particulate matter, and other pollutants generated by their activities in accordance with Italian national legislation.

2.14. Water Management

Suppliers must monitor the water footprint of their products and services and strive to reduce it by monitoring and controlling the discharge of pollutants into water sources.

2.15. Waste Reduction

Waste must be reduced or eliminated at the source through improvements in production processes, material substitution, conservation practices, recycling, and reuse. Prior to disposal, suppliers must properly control and treat the solid waste generated by their operations.

2.16. Hazardous Materials and Restricted Substances

Suppliers must comply with all applicable laws and with Bluserena requirements regarding hazardous materials and restricted substances. Such materials must be properly managed, stored, recycled, and disposed of in a safe manner. Suppliers must avoid substances such as: asbestos, arsenic, cadmium, chromium compounds, CFCs, cyanides, halon, PCBs, lead, azo dyes, DMF, HAPs, phthalates, PFOS, and nickel release. Materials derived from endangered species of wood, animals, or plants must also be avoided.

2.17. Deforestation

Priority will be given to products certified by recognized organizations such as the Forest Stewardship Council (FSC). Products originating from deforested areas or from suppliers involved in deforestation activities must be avoided.

2.18. Privacy

Bluserena respects privacy rights and ensures the proper and lawful use of personal data in all countries in which it operates, with particular attention to customer and supplier data and in compliance with applicable legislation. A dedicated reporting channel is available to report potential violations.

2.19. Data Privacy and Confidentiality

For suppliers providing services that involve the processing of personal data or potential access to such data, contractual agreements will include commitments to comply with all applicable data protection laws and regulations.

2.20. Monitoring and Reporting Channel

Suppliers must inform their employees and subcontractors that they may report serious concerns or potential violations of the Code of Ethics through the Bluserena whistleblowing channel.

Reports may be submitted through the official channels available to employees and third parties, as indicated in the Group Whistleblowing Policy, through the Whistleblower platform accessible at: www.bluserena.it or directly at <https://bluserena.whistlelink.com>.

Bluserena will maintain confidentiality to the fullest extent possible and will not tolerate retaliation against individuals who report suspected misconduct or potential violations in good faith. Any violations of the provisions set forth in the aforementioned regulations shall entitle Bluserena to terminate this Agreement and, where necessary, to report such violations to the competent Authorities.

2.21. Related Documents

- **Bluserena S.p.A. Unipersonale Code of Ethics**
- **Bluserena S.p.A. Unipersonale Anti-Corruption Policy**
- **Whistleblowing Procedure**