



CODE OF ETHICS MISSION	SP04.1-9
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## CODE OF ETHICS AND MISSION

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### 1. GENERAL INFORMATION

Founded in 1977, the company has earned authority and recognition by adopting a highly collaborative approach toward dynamic sectors such as wood processing and recycling.

Our commitment, together with that of all our employees and collaborators, has always been to offer the market reliable and customized solutions.

Technologies characterized by the ability to combine very high levels of efficiency with a concrete environmental awareness.

Continuous technological research, the offering of new products and customized solutions have enabled the Company to achieve important milestones, gaining appreciation both in Italy and abroad. ISVE positions itself in its reference markets as a partner capable of creating technologies that activate virtuous production processes: less waste and greater economic benefits.

ISVE plants are preferred by many important companies operating worldwide in the wood sector (musical instrument manufacturers, furniture makers, carpentries, outdoor furnishing companies) and in other advanced manufacturing sectors.

These companies share the need for systems capable of combining high performance, maximum reliability and great versatility.

In addition to productive and economic growth, among its objectives I.S.V.E. S.p.A. has also set itself the goal of pursuing a set of principles and rules whose observance is fundamental for the proper functioning and strengthening of the Company's reliability.

The Code of Ethics represents the "Charter of Fundamental Rights and Duties" through which I.S.V.E. S.p.A.:

- clarifies its ethical and social responsibilities toward the various internal and external stakeholders, such as shareholders, employees, collaborators, suppliers, Public Authorities, Customers, etc.;
- seeks forms of balance and/or points of equilibrium among the multiple interests and legitimate expectations advanced by stakeholders;

always with the aim of promoting a high level of professionalism and preventing any conduct inconsistent with the values and principles expressed in this document.

The individual and collective conduct of the Company's employees and collaborators must therefore be consistent with company policies and must concretely translate into cooperation among the various departments, motivation and openness, responsibility and respect, following the values and principles defined by the Code of Ethics.

The growth of I.S.V.E. S.p.A. is possible only through consistent behavior and the sharing of principles aimed at creating and supporting the work culture that has always represented a core principle of the Company.

## **2. RECIPIENTS AND SCOPE OF APPLICATION**

The recipients of the Code of Ethics of I.S.V.E. S.p.A. are:

- shareholders,
- directors,
- employees,
- collaborators,
- suppliers,
- customers,
- institutions and communities.

As well as all those who, directly or indirectly, permanently or temporarily, establish direct or indirect, lasting or occasional relationships with I.S.V.E. S.p.A.

They are hereinafter referred to as recipients and are required to know the Code of Ethics, contribute to its implementation, improvement and dissemination.

Where required, I.S.V.E. S.p.A. undertakes to distribute a copy of this Code to all employees and collaborators and to disseminate its contents and objectives.

The principles contained in this Code of Ethics supplement the rules of conduct that each recipient is required to observe, both in compliance with the general duties of diligence, fairness and loyalty governing work performance under Articles 2104 and 2105 of the Italian Civil Code and Collective Bargaining Agreements or Company Regulations, and with reference to any additional codes adopted by I.S.V.E. S.p.A. to regulate specific aspects or adhere to industry standards of conduct.

Recipients, while already required to comply with laws, regulations and applicable rules, must adapt their actions and behavior to the principles, objectives and commitments set out in this Code.

### **3. GENERAL ETHICAL PRINCIPLES AND COMPANY MISSION**

#### RESPECT FOR THE INDIVIDUAL

I.S.V.E. S.p.A. always acts in full respect of human dignity in all relationships in which its activities are carried out. I.S.V.E. S.p.A. opposes any form of discrimination based on gender, age, health, political and sexual preferences, religious beliefs, membership in political or trade union organizations, nationality and race.

#### CUSTOMER PROTECTION

The customer is the key counterpart of I.S.V.E. S.p.A.; a solid and long-lasting relationship must be built with them, striving to fully meet contractual obligations with rigor, professionalism and efficiency.

#### RESPONSIBILITY, FAIRNESS AND COURTESY

I.S.V.E. S.p.A. and its workers are always aware of the social dimension of their actions, aimed at achieving the prosperity of all company components, in compliance with laws and the social context in which they operate.

I.S.V.E. S.p.A. does not justify improper conduct intended to create advantages for itself and its own interests.

#### INNOVATION

Innovation and continuous improvement give our products the added value that is fundamental for the Company's development and contributes to the growth of a proactive work environment. Creativity must inspire work processes daily through new technologies in order to foster a stronger work culture.

#### PERFORMANCE

Economic rigor is the constant reference point for all Company components, ensuring its stability and development over time.



#### SOLIDARITY

Generosity in collaborating, transferring experience, suggesting changes, sharing and embracing new approaches constitutes the key element for everyone's satisfaction and the Company's success.

#### LOYALTY

The loyalty of employees, collaborators and every recipient with whom I.S.V.E. S.p.A. maintains relationships is an essential element for the Company.

#### PROFESSIONALISM AND DILIGENCE

Diligence, consistency and precision together with thoroughness must characterize the performance of any work or task. Professional error is accepted within the limits of human reasonableness, and admitting it represents fairness and loyalty toward the Company.

#### RESPECT FOR THE ENVIRONMENT, HEALTH AND SAFETY

Worker safety is a fundamental principle guiding the Company's decisions and is pursued with determination and rigor. Employees and collaborators, whose physical and moral integrity is considered a primary value, are guaranteed working conditions that respect individual dignity in safe and healthy workplaces.

#### CONFIDENTIALITY

The Company guarantees, according to legal provisions, the confidentiality of the information in its possession. Employees and collaborators are prohibited from using confidential information for purposes unrelated to their professional activities.

The Company mission is expressed through the design and production of highly customizable industrial equipment for wood processing and waste management, entirely designed and manufactured in Italy at our headquarters in Poncarale (Brescia). Through the combination of technical expertise, production quality and close collaboration with our customers, we provide reliable and efficient solutions tailored to every production requirement.

## 4. TRANSPARENCY AND RELATIONSHIP MANAGEMENT

### 4.1 CUSTOMERS AND SUPPLIERS

Every employee and collaborator must perform their duties with the objective of achieving maximum customer satisfaction.

Supplier selection and purchasing conditions must be based on objective evaluations of the quality of goods and services, price, flexibility and the ability to promptly provide adequate products and services.





Employees and collaborators are prohibited from promising, offering or accepting payments or goods to promote or favor Company interests, except for commercial courtesies of modest value.

#### 4.2 RELATIONS WITH PUBLIC ADMINISTRATION

Commitments with Public Administration are reserved exclusively to authorized Company departments.

Employees and collaborators must not promise, offer or accept payments or goods to public officials to promote or favor Company interests.

#### 4.3 RELATIONS WITH EMPLOYEES

Human resources are considered a fundamental element for the Company.

I.S.V.E. S.p.A. undertakes to enhance the capabilities and skills of each employee, offering equal opportunities for professional growth and fair treatment based on merit, without discrimination.

The Company expects all employees to contribute to maintaining an atmosphere of mutual respect for dignity, honor and reputation.

The Company also protects employee privacy by adopting standards specifying the information requested and the methods of processing and storing such information.

Illegal practices, collusive behavior, unlawful payments, bribery attempts and favoritism are strictly prohibited.

Any employee who identifies fraud, danger or another serious risk that may harm customers, colleagues, shareholders, the public, the Company or its reputation is encouraged to report it anonymously or with signature.

#### 4.4 DUTIES OF DIRECTORS AND MANAGERS

Directors and Managers must carry out their duties in full compliance with applicable laws, regulations and the provisions contained in this Code.

#### 4.5 DUTIES OF EXTERNAL COLLABORATORS

The conduct of all external collaborators must also comply with obligations of fairness, good faith and compliance with laws and regulations.

#### 4.6 RELATIONS WITH CONTROL AND AUDIT BODIES

Relations with parties entrusted by law with control and audit activities must be based on integrity, timeliness, fairness and transparency.



## 5. INTERNAL CONTROL SYSTEM

I.S.V.E. S.p.A. considers the dissemination of a culture of control at all organizational levels to be a major objective.

Internal controls are understood as all the tools necessary or useful to direct, manage and verify company activities in order to ensure compliance with laws and company procedures, protect Company assets, efficiently manage operations and provide accurate and complete accounting and financial data.

The implementation of an effective internal control system must be a shared commitment at every organizational level.

## 6. FINAL PROVISIONS

This Code of Ethics serves as an implementing supplement to all applicable legal provisions and all voluntary provisions such as internal procedures, specifications and instructions issued by I.S.V.E. S.p.A.