

CODE OF CONDUCT

Legal Requirements:

Ramco Europe complies with national laws and regulations and with international Conventions concerning social & working conditions, child labor and the protection of the Environment.

Social and Working Conditions:

We commit ourselves to:

- Provide a healthy and safe working environment;
- Pay at least the minimum legal wage and compensate for overtime;
- If housing facilities are provided, ensure reasonable privacy, quietness and personal hygiene.

We do not:

- Use child labor;
- Use forced or bonded labor;
- Discriminate;
- Use illegal overtime;
- Prevent workers from freely associating with any workers' association or with collective bargaining trade unions;
- Accept any form of mental or physical disciplinary action, including harassment.

Environmental Requirements:

We work to:

- Reduce wastage and emissions to air, ground and water;
- Handle chemicals in a safe way;
- Waste handling, storage and disposal in an environmentally safe manner;
- Contribute to the recycling and reuse of materials and products.

Gavardo, 15/06/2020



Tyler Malson
President
Ramco Europe S.p.A