



# Code of Ethics

Rev.1 dated 23/01/2025





## Work and Safety

We believe that work represents man's main resource as well as a fundamental element of dignity. It is the heritage of our company but also of each individual worker. We place work, its preservation, and its content at the center of our value system. We are therefore committed to guaranteeing it, to taking great care of its conditions, to ensuring that all our workers have the prospect of professional and human growth. We are also committed to transmitting the value that work represents, and to ensuring that our company is a place of full professional fulfillment as well as social life and awareness.

We are committed to applying a structured approach to the prevention of accidents and occupational diseases, promoting a safety and health management system aligned with the main international reference standards.

## Personal Development

The professionalism and wealth of skills of our workers are the strategic lever of our company's success, That is why we promote their development through activities that constantly recognize, enhance and increase the knowledge, skills and competencies, of each individual.

We are committed to compliance with the company's Policy and Mission, which incorporates Social Responsibility issues to ensure the growth and dignity of our workers and their families.

The professional services of workers must also be performed with the utmost diligence, accuracy and professionalism in order to ensure the provision of high quality services.

## Human Rights

We consider respect for human rights to be one of the founding values of our business actions and implement the greatest possible efforts to avoid any kind of abuse. We are committed to spreading a culture of respect in all our workers in all the companies of the group, and we extend these intentions to all stakeholders. We consider impartiality of treatment to be a fundamental value in the conduct of all internal and external relations: therefore, behavior that does not guarantee equal opportunities for all is not tolerated. We guarantee absence of discrimination based on political and trade union opinions, religion, race, language, nationality, age, sex, sexual orientation, health status and any other intimate personal and social characteristic of the human person.

We strive to ensure that, within the scope of our activities, the rights set forth in the "Universal Declaration of Human Rights" are guaranteed.



## Loyalty

Every relationship within and outside our company must always be marked by the utmost loyalty, objectivity, respect for others, acting with a sense of responsibility, valuing and safeguarding the company's assets, and complete good faith in every activity or decision. We recognize the value of fair competition as a means of efficient allocation of community resources and pledge to refrain from collusive, profiteering behavior and such as to abuse any dominant positions.

## **Legality and Honesty**

All our workers and collaborators are required to comply with the laws and regulations in force in the countries in which they operate, the provisions of this Code of Ethics, company regulations and procedures, applying them with rectitude and fairness as well as, where present, the provisions of the Organization, Management and Control Model.

We are committed to opposing all types of corruption, abuse of one's position and actions aimed at creating advantages through the use of donations of money or other goods.

In addition, any action that, even potentially, may be in conflict of interest with corporate purposes must be avoided. This applies in the event that one of our employees or collaborators pursues with his or her behavior purposes other than those of the company and/or personally takes advantage of business opportunities referable to the company's business, but also in the event that representatives of customers or suppliers act contrary to the fiduciary duties related to their position.

## **Transparency and Compliance with the principles accounting**

Our company fully cooperates with institutional authorities and internal supervisory bodies. All of our people are required to do the same in their own sphere of work. Every action, operation or transaction must be handled with the utmost fairness, completeness, transparency, truthfulness and must be constantly verifiable.

## **Confidentiality**

Our company safeguards, without prejudice to legal and contractual obligations, the confidentiality of information related to its stakeholders and ensures the privacy of correspondence, personal documentation, and, in general, sensitive data of workers, collaborators, suppliers, clients, and institutions in all possible forms. This is achieved by adopting and implementing appropriate procedures and effective management tools in line with its policies and current regulations. No one may use confidential information for purposes unrelated to the conduct of their business (e.g. acts of insider trading, resale of customer information, etc.). We also protect the right to report any violations or irregularities relevant under applicable regulations or violations of company policies, ensuring the protection of the confidentiality of the reporter and protection from retaliation.

# Environment

We believe that environmental protection is a fundamental value of the community. We are guests of the territory in which we work and firmly believe in the compatibility between business development and respect for the environment. We are therefore committed to operating in compliance with current regulations and the Company's Policy and Mission by applying the best possible technologies with a view to continuous improvement in environmental performance, including energy and climate-changing gas emissions, with reference to the main international industry standards, promoting and planning business development aimed at enhancing natural resources, preserving the environment for future generations, and promoting initiatives for widespread environmental protection, consistent with our Environmental Policy.



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Codice Ateco 25.99.99

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