

Introduction

The Company Code of Ethics is a document that defines the values and principles that guide the company's operations, both internally and externally.

It is an integral part of the company culture and represents a commitment on the part of all employees, collaborators, and stakeholders to respect these values and principles.

General principles

The company undertakes to respect the following general principles:

- **Legality:** The company operates in compliance with current laws and regulations.
- **Ethics:** The company operates in an ethical and responsible manner, respecting the rights of all stakeholders.
- **Transparency:** The company operates transparently, providing accurate and complete information.
- **Diversity:** The company promotes diversity and inclusion, valuing individual differences.
- **Sustainability:** The company operates in a sustainable way, respecting the environment and natural resources.

Relations with employees

The company is committed to creating a respectful and inclusive work environment, where all employees are treated with fairness and dignity.

- **Fair Treatment:** The Company ensures fair treatment for all employees, regardless of gender, race, religion, nationality, sexual orientation or disability.
- **Workplace safety:** The company is committed to ensuring the safety and health of employees in the workplace.
- **Training and Development:** The company is committed to providing employees with the training and development opportunities necessary to improve their skills and professionalism.

Relationships with customers

The company is committed to providing customers with high-quality products and services, while respecting their rights.

- **Clear information:** The company provides customers with clear and complete information on the products and services offered.
- **Fair competition:** The company operates in a fair and competitive manner, avoiding unfair commercial practices.
- **Privacy:** The company respects the privacy of customers, protecting their personal data.

Relationships with suppliers

The company is committed to collaborating with responsible and reliable suppliers, respecting their rights.

- **Fair Treatment:** The company guarantees fair treatment to suppliers, regardless of size, place of origin or economic conditions.
- **Fair competition:** The company operates in a fair and competitive manner, avoiding unfair commercial practices towards suppliers.
- **Sustainability:** The company is committed to collaborating with sustainable suppliers, who operate in compliance with laws regarding safety, the environment and respect for natural resources.

Relations with the community

The company is committed to contributing to community development through social and philanthropic initiatives.

- **Social responsibility:** The company is committed to respecting human rights and promoting social justice.
- **Sustainability:** The company is committed to promoting sustainable development, contributing to the protection of the environment and natural resources.

Reporting Violations

All employees, collaborators and stakeholders are invited to report any violations of the Company Code of Ethics. Reports can be made anonymously by depositing your report in the suggestion collection box in the stamping area or by writing an email to info@otmitalia.it.

Sanctions

In case of violation of the Company Code of Ethics, the company reserves the right to adopt disciplinary measures deemed appropriate, in compliance with the laws and regulations in force.

Dissemination and promotion

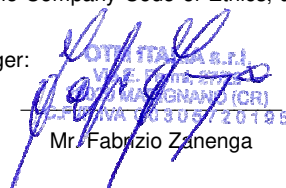
The Company Code of Ethics is made available to all employees, collaborators, and stakeholders, through internal and external communication channels. The company promotes knowledge and application of the Company Code of Ethics through training and awareness initiatives.

Update

The Company Code of Ethics is subject to periodic review, to ensure its adequacy to the changing needs of the company and the environment in which it operates.

The company undertakes to respect the values and principles contained in the Company Code of Ethics, as an integral part of its culture and development strategy.

General Manager:



OTM ITALIA S.R.L.
VIA E. MATTEOTTI, 10
00144 ROMA (RM)
P. IVA 09730701208

Mr. Fabrizio Zanenga