

Code of Ethical Conduct

This Code of Ethical Conduct represents the set of principles and behaviours that guide the actions of all employees, collaborators, suppliers and partners of Mollificio Renzo Scotti S.r.l. We are committed to building a working environment founded on honesty, responsibility, quality and respect for people, laws and the environment.

Integrity and Legality

All company conduct must be based on compliance with national and international law, as well as industry regulations (mechanics, safety, trade, export). All forms of corruption, bribery, illicit payments, tax evasion, money laundering and favouritism are prohibited. Relations with public bodies, customers and competitors must be transparent, fair and documented.

Product Quality and Safety

Mollificio Renzo Scotti S.r.l. is committed to producing springs that comply with customer specifications and quality standards (ISO 9001). Each production batch undergoes dimensional, mechanical and visual checks in accordance with quality plans. The materials used come from certified suppliers and each stage of the production cycle is tracked. Defective products are isolated and handled in accordance with the company's non-conformity management procedure.

Health and Safety at Work

The company complies with Italian Legislative Decree 81/2008 and adopts preventive measures to protect the health of its workers. All personnel are trained in the safe use of machinery (lathes, presses, grinders, furnaces). Personal protective equipment (gloves, headgear, goggles, safety shoes) is provided and work areas are kept clean, tidy and safe. Any accidents, injuries or near misses must be reported immediately.

Respect for Human and Workers' Rights

Mollificio Renzo Scotti safeguards human rights, individual freedom, physical integrity and personal dignity. Discrimination based on gender, ethnicity, religion, disability, age or sexual orientation is not tolerated. Meritocracy, equal pay and constructive dialogue are promoted. Child labour and forced labour are strictly prohibited in all company activities and throughout the supply chain.

Confidentiality and Protection of Information

All technical, financial, commercial and personal data are processed in compliance with the GDPR (EU Regulation 2016/679). Employees must refrain from disclosing any confidential information obtained in the course of their work to third parties. All company IT systems are protected by passwords, backups and up-to-date antivirus systems.

Conflict of Interest

Employees must avoid personal or family situations that could interfere with the impartiality of company decisions. It is mandatory to inform management of any external assignments, shareholdings in competitors or suppliers, or family relationships that could give rise to conflicts of interest. All purchasing, hiring and partnership decisions must be based on objective and transparent criteria.

Relationships with Suppliers and Customers

Business relationships are based on clear contracts, compliance with agreed terms, punctual delivery and fair payments.

Suppliers are evaluated on the basis of the quality of materials, sustainability, economic conditions and regulatory compliance.

The company rejects any gifts, gratuities or favours that could influence the impartiality of its decisions.

Customer satisfaction is a top priority. Complaints and feedback are handled professionally and promptly.

Implementation and Reporting

All employees receive a copy of the Code and must sign to acknowledge that they have read it. The company has appointed an **Ethics Officer** who can be contacted for clarification or to report concerns. Confidentiality and protection against retaliation are guaranteed.

Sanctions

Any violations of the Code will be assessed through internal investigations and may result in a formal warning; disciplinary sanctions; suspension or - in serious cases - dismissal; termination of contracts with suppliers or external partners.

In the event of a criminal offence, the company reserves the right to take legal action.

Approval, Revision and Dissemination

This Code is approved by the General Management of Mollificio Renzo Scotti S.r.l. and is subject to periodic review or revision in the event of legislative or organisational changes.