

MEVIS GROUP CODE OF ETHICS

Introduction

Mevis Group (which includes Mevis SpA, Euromeccanica Srl, Mevis Slovakia s.r.o. and Mevis High Precision Metal Components Yangzhou co. Ltd.) believes that true innovation “starts from people and reaches people”; for this reason the human element is the core of the organization and each person’s commitment, experience and way of acting represent the true wealth of the Company.

Values

In defining its Code of Ethics, Mevis Group refers to the principles expressed in the SA 8000 “Social Accountability” standard and therefore to the UN “Universal Declaration of Human Rights” and the International Labor Conventions and Recommendations issued by the ILO (International Labor Organization).

The following are the basic principles of the Code of Ethics, which have been later developed in the internal document “Mevis Code of Conduct & Standard for Working Conditions”, which highlights the “good practices” implemented in the various production sites of the Group.

Believing in the social dimension of the Company

Mevis Group believes that the economic, environmental, social and cultural promotion of the context in which it operates is an integral part of its mission. For this reason, it defines its own strategy (in line with the specificities of the different locations) and operational plans that are implemented and presented each year.

Charter of Values

Shared values are foundations on which every community bases its life. For this reason, through the consultation of its collaborators, Mevis Group has defined, approved and constantly shared a Charter of Values on which to base individual relationships and thus characterize its own identity.

Participation and involvement – Relations with employees

Involvement, motivation and competence are the basis of the working relationship: for this reason, the Company offers its employees a continuous information, education, training and awareness in different fields. In relation to the peculiarities of the different sites, initiatives for participation and involvement are also promoted, both at management and social level. Mevis Group is also committed to ensuring that its employees work in a motivating context and in welcoming places, taking care of the provision of adequate areas where they can enjoy breaks and possible moments of relaxation, ensuring food and beverage distributors and a canteen service that can meet their different needs and preferences.

Respect and protection of children

Child labor is not tolerated in any form. Unless local legislation prescribes a higher age limit, no person under the age of completion of compulsory education will be recruited.

Fight against forced labor, modern slavery, human trafficking and responsible recruitment

Forced labour or “involuntary” labour, modern slavery and human trafficking are not tolerated in any form. Therefore, prison labour, debt bondage, blackmail or any other form of service provision contrary to the worker’s free will and choice shall not be used. Mevis Group is also committed to adopting responsible recruitment practices, ensuring that every employment relationship is established freely, transparently and without any cost borne by the candidate or worker. No person shall be required to pay fees, brokerage charges, recruitment costs or any other direct or indirect expenses in order to obtain or maintain employment within the Group. Mevis Group guarantees that workers are provided, before hiring and in a language they understand, with clear information on working conditions, remuneration, working hours, applicable benefits and any rights and obligations related to the employment relationship. The Company also prohibits the unjustified retention of personal documents, security deposits or any practice that may restrict the worker’s freedom to accept, maintain or terminate the employment relationship in compliance with applicable law. The principles of responsible recruitment and free employment are also applied in relationships with employment agencies, intermediaries, suppliers and partners involved in the selection, hiring or management of personnel. The Group promotes internal training and awareness-raising activities on these topics, in order to ensure awareness, consistent application and alignment with international best practices on human rights and decent work.

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Health and Safety

Mevis Group assures all employees a healthy and safe working environment that respects, as a minimum, the standards required by local legislation. The Company takes all necessary measures to prevent occupational incidents and diseases. It also guarantees its employees and any visitors/customers, etc. adequate personal protective devices, including the necessary training. Mevis Group constantly monitors and analyzes incidents, incident rates in the industry and is committed to defining objectives and activities for improving the safety of workers.

Application of disciplinary measures

No employee shall be subject to corporal punishment or harassment or physical, sexual, psychological or verbal abuse. The salary earned should not be reduced as a disciplinary measure, unless this is regulated by a collective agreement or recognized by law.

Remuneration

Remuneration, including overtime and any benefits, shall be at or above the level required by the applicable legislation (minimum wage) with the ambition to pay all employees a salary equal to at least the living wage. In addition, Mevis Group guarantees its employees access to a series of reward systems shared at site level.

Definition of a correct working time

Mevis Group recognizes the need for a fair balance between work and leisure for all employees. Therefore, except in exceptional situations, the different sites of the Group comply with the specific national regulations. All employees will be entitled to at least one free day per week, subject to special business circumstances.

Non Discrimination

Mevis Group recognizes and respects cultural diversity and minorities. All workers, in respect of interview, recruitment, employment, recruitment, promotion, remuneration, award of benefits, training, dismissal, termination of employment relationship shall be treated only on the basis of their skills and qualifications. The Company therefore rejects any discrimination, harassment and abuse based on gender, race, ethnicity, sexual orientation, disability, age, language, religious and political beliefs, and social and personal conditions.

Freedom of association and right to collective bargaining

All employees of the Company are free to exercise their legal right to form organizations for the defense of their interests, to associate with or to abstain from association with such organizations. No employee shall be subjected to intimidation or harassment in his peaceful exercise of those rights.

Fight against corruption

Mevis Group prevents and counteracts any form of corruption, bribery and improper advantages, both at company and individual level, in compliance with the laws in force.

The Company will never, directly or indirectly, offer, promise, give or accept any bribe or other undue advantage, with the intention of obtaining, maintaining or offering any kind of improper benefit, both at individual and corporate level. For this purpose, Mevis Group is committed to developing and adopting appropriate internal controls and preventive measures (such as promoting employee awareness on business policies, an adequate system of financial and accounting procedures, and sharing of benefits received).

Compliance with applicable laws

Mevis Group is committed to operating in full compliance with the laws and regulations applicable to its activities and in the countries in which it operates its production sites.

Respect and protection of the environment

Respect for the territory in which the Company's production sites operate has always been a primary value that guides every new project and production practice, with the aim of always ensuring intelligent innovation and ethical and responsible development. Mevis Group is committed not only to observe the strictest legal provisions in this area, but also to constantly improve its performance and transparency towards the outside world. For this purpose, the Group is committed to maintain a certified environmental management system according to ISO 14001.



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This Code of Ethics summarizes the set of values in which the Mevis Group recognizes itself and wishes to share with its employees and sets out the responsibilities that the Company assumes both internally and externally. Each employee is required to read and know the Code and actively contribute to its implementation. Mevis Group's Suppliers are also required to adopt their own Code of Ethics in line with this one or to fully implement it. Anyone who identifies, during their work within their company, a possible fraud, a danger or a serious risk (also for the above points) that could damage Mevis Group (even in its reputation), its Customers, colleagues, shareholders or other interested parties, must report it to abuse@mevis.com as described in the document "PROCEDURE for REPORTING BREACHES of LAW (WHISTLEBLOWING) and of the CODE OF ETHICS".