

Code of Ethics

27.03.2024



Premise

This Code of Ethics, approved by the Board of Directors, is applicable to Tommet Mechanics s.r.l, a company located in Via dell'Artigianato 7 in Castelgomberto (VI) which produces mechanical components for third parties.

Together with our high quality standards, which have already been certified by the UNI EN ISO 9001, the ethical and moral foundations of the company will be listed hereafter as indispensable features that must be respected by all employees and partners without exceptions based upon role, seniority or partnership level.

Tommet Mechanics recognises the importance of maintaining certain quality and ethical standards in order to supply for the demands of all the multinational companies with which it has had a strong partnership for several years. Consequently, it promotes the publication and the enactment of this Code so that essential values such as honesty, transparency and moral integrity can be guaranteed.

Every employee, partner or associate that collaborates with us has to be considered a Recipient of this document. Every individual identified by this description has to comply with the applicable rights and duties contained in his contract of employment and therefore is bonded to this Code without any exception.

According to the national metalworking agreement CCNL, any external or internal violation of the principles contained in this document has to be considered disciplinary offence and will be treated as such by the Board of Directors, who will decide for the applicable punishment.



1. General Principles

1.1 Laws and regulations.

Within the limits of the tasks assigned, the Recipients are called to respect national and international regulations in which they enact and, consequently, must refrain from committing violations or offences of any kind.

We trust that every Recipient will get informed about all the above mentioned norms and that will act consequently considering the possible penal and civil consequences that could be applicable.

1.2 Moral duties.

The Board of Directors considers of vital importance for the proper functioning of the company that its reputation shall be preserved through time. It is the Recipient's responsibility to fully guarantee that, making sure that his or her conduct must respect the common sharing of these ethical and moral principles.

1.3 Fair competition.

Tomet Mechanics committs to respect the existing antitrust regulations and forbids any internal or external illegal practice that does not comply with the same legislation.

1.4 Meritocracy and equal opportunities for all.

It is pivotal for a healthy and supportive working environment that every employee can have access to equal opportunities for a proper professional and personal growth within the company. According to this, discriminations based upon gender, ethnicity, race, religion, culture, sexuality, disability, union association and geographic provenience must not be tolerated.

Every employee will be evaluated through objective criteria according to his or her talents, skills, integrity, reliability and intellectual honesty.



On the same line as the existing applicable regulation, Tomet's entire personnel is covered by a regular contract of employment that lists a series of fundamental rights and duties; the Board of Directors refuses any other type of hiring mechanism that should prove to be illegal or distorted.

The company is responsible for the surveillance inside the company so that no harassment or violence shall be committed.

1.5 Protection of intellectual and industrial property.

Tomet Mechanics commits to comply with the existing legislation concerning the rights on intellectual and industrial property.

It is our strong belief that every new creation is not only protected by copyright laws but also it must be considered a pivotal element for the competitiveness and uniqueness of our company.

1.6 Transparency and freedom of expression

Any deed or communication of public interest will be shared within the company so that a fair partnership based upon truth, transparency and moral integrity between the parties can be established and guaranteed.

Expressing personal opinions or any other type of communication will be always made possible through the appropriate mechanism made available by the company itself or through trade unions associations.

Anonymous communications will be taken into account and managed according to the existing legislation concerning "Whistleblowing".

1.7 Efficiency

It is necessary for every employee to fully commit and perform to the best of his or her ability for the success of the company.

It is everyone's responsibility to report through the appropriate channels of communication any violation or negligence that could provoke any moral or economical damage to the company.



1.8 Safety and Sustainability

According to the guidelines contained in the CNLL and in the Agenda 20-30 an “*Environmental policy*” has been written and approved by Tomet’s Board of Directors. Therefore, any information concerning those topics can be found in that document.

Armando Concato - CEO
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