



LIFE FROM INSIDE

## Supplier Code of Conduct

### Introduction:

The following Supplier Code of Conduct outlines the standards and expectations that suppliers must adhere to when conducting business with Bracco. This code is designed to ensure compliance with ethical practices, promote safe working conditions, and foster fair treatment of employees. Suppliers are expected to fully understand and comply with the provisions outlined below.

### Labor Practices and Standards:

- **Child Labor:** Suppliers must comply with all applicable laws and regulations regarding the minimum age for employment. The use of child labor is strictly prohibited.
- **Anti-Discrimination:** Suppliers shall not discriminate against employees based on race, color, religion, gender, sexual orientation, disability, or any other protected characteristic.
- **Health and Safety:** Suppliers must provide a safe and healthy working environment for their employees, ensuring compliance with all relevant health and safety laws and regulations.
- **Working Conditions:** Suppliers should maintain acceptable working conditions, including adequate facilities, proper ventilation, and reasonable workloads.
- **Working Hours:** Suppliers shall comply with applicable laws and regulations regarding working hours, ensuring that employees are not subjected to excessive or forced overtime.
- **Compensation:** Suppliers must provide fair compensation to their employees, in compliance with applicable minimum wage laws and regulations.
- **Right to Association and Freely Chosen Employment:** Suppliers must respect the rights of employees to join or form associations, unions, or other worker representative bodies of their choosing.

### Environmental Policy:

- **Product and Material Use:** Suppliers should strive to minimize the environmental impact of their products and materials throughout their lifecycle. This includes sourcing materials from sustainable and renewable sources whenever possible, reducing waste generation, and promoting the use of recyclable and biodegradable materials.
- **Supply Chain Sustainability:** Suppliers should actively assess and promote sustainability practices within their supply chains. This includes collaborating with their own suppliers to ensure adherence to environmental standards, encouraging responsible sourcing and procurement practices, and minimizing the environmental impact associated with transportation and logistics activities.
- **Environmental Compliance:** Suppliers must comply with all applicable environmental laws, regulations, and industry standards in the countries where they operate. This includes obtaining necessary permits, licenses, and certifications related to environmental management and pollution control. Suppliers



UNI EN ISO 9001:2015



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CONFEDERAZIONE CISQ

### Bracco Imaging Italia s.r.l.

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should also establish monitoring systems to track and report their environmental performance, striving for continuous improvement and transparency.

#### **Ethics:**

- **Anti-Corruption:** Suppliers shall not engage in any form of corruption, bribery, or unethical business practices. They should implement measures to prevent corruption and promote transparency.
- **Fair Business Practices:** Suppliers must conduct their business affairs with integrity, honesty, and fairness, fostering a competitive and ethical marketplace.
- **Managing Partner Relationships:** Suppliers should establish and maintain positive and respectful relationships with their partners, ensuring transparency, fairness, and mutual benefit.

#### **Compliance:**

We expect our suppliers to comply with this Supplier Code of Conduct in all aspects of their business. We will conduct regular audits to ensure that our suppliers are meeting our expectations. If we find that a supplier is not in compliance with this Supplier Code of Conduct, we will take appropriate action, which may include termination of the commercial relationship.

#### **Monitoring Approach:**

Bracco adopts a multi-stakeholder initiative to monitor the supplier code of conduct, which includes the following utilizing assessment and rating tools along with third party data providers to continuously monitor and evaluate our Suppliers' performance. We actively encourage our suppliers to report any concerns regarding compliance with this Code. Concerns can be reported to Bracco via email at [corporatela@bracco.com](mailto:corporatela@bracco.com) or by phone at +39 02 21772607.

Ver. 00, May 2023

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