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CODE OF CONDUCT

La Marzocco s.r.l. (hereinafter referred to as “La Marzocco) or the “Company”), with registered office in Florence – Viale G. Matteotti, 25 – VAT number 04040140487, has been a leading company in the development and production of professional coffee machines since 1927. Its mission is always producing the best coffee machines in the industry, getting people involved, combining historical heritage, technology and design. Our commitment is nurturing the excellence of all people who share the experience of La Marzocco.

The Company invests more and more energies every year in the research and development of technologically advanced solutions; throughout its growth the Company has always pursued social commitment as an essential target, and in its business operations it complies with the laws and regulations of the countries in which it operates.

The Company is well aware of the essential role played in this scenario by its Suppliers of raw materials and products; as a consequence, it intends to implement all possible measures to assure the highest quality of its products, processes and services.

The Company also cares about its Suppliers, who it regards as partners and who are an integral part of the company's value chain; as a consequence, it feels ethically bound to provide them with any support they may require to constantly assure optimum quality.

For this reason La Marzocco requests that its Suppliers meet certain standards, while offering them its support, to constantly improve the customer/supplier relation, aiming at developing a proactive partnership.

The above-mentioned reasons have driven the Company to adopt a document called Code of Conduct, which expresses the core values underlying La Marzocco's business practices.

The Company wishes to point out it will preferentially place any new order with the Suppliers who embrace its Code of Conduct.

The content of the Code of Conduct is available at www.lamarzocco.com

In the light of the above, La Marzocco **requests that its Suppliers** conform with the ethical principles and values that are part of its philosophy as expressed in the Code of Conduct, and in particular with the provisions contained in this abstract specifically addressed to Suppliers, namely that they:

- a) comply with all the regulations of the country where they reside, as well as all Italian and EU regulations;
- b) meet the highest standard in the following areas:
 - o health and safety at work, taking all the precautions provided for by the law, as well as the ones that, while not mandatory, are suggested by common sense to better protect the safety of workers;
 - o sustainability and environmental protection (including a proper waste disposal cycle, with particular attention to hazardous/toxic waste);
 - o non-discrimination at work (racial, gender, sexual, etc);
 - o protection of worker labour rights;
 - o administrative and accounting transparency and correctness;
- c) avoid any exploitation of child labour, also verifying that their Suppliers comply with these provisions too;



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- d) never promote or tolerate any corruption practices, including monetary or equivalent incentives aimed at obtaining an unfair profit, or at conditioning any public, political and institutional authorities, or public officers;
- e) take the most appropriate precautions for the protection of trade secret, in order to safeguard the know-how of La Marzocco, and never disclose to third parties any of the information gathered and/or received from the Company;
- f) exclusively provide the Company with the best materials and the best technologies available, to ensure the highest quality standard;
- g) apply the directives on the treatment of all sensitive data, to protect the privacy of customers, but also that of employees and outside staff;
- h) never carry out any unfair trade practices against business partners or end customers.
- i) commit themselves to carefully verify the compliance with all the requirements provided for by this Code of Conduct even for raw materials purchased from third-party vendors;
- j) commit themselves to provide, for each product lot, the quality certifications or any other documents suitable to ensure that the product is properly and fully traceable;

The Code of Conduct is aimed at clearly defining the set of values that La Marzocco acknowledges, accepts and agrees upon.

The Company, therefore, requests that the Suppliers apply, share and spread the principles contained in this Code of Conduct.

Any infringement and/or violation of the principles expressed in this document shall be regarded as a breach of the contractual obligations undertaken with La Marzocco, and can result in the termination of the supply contract, as well as in the obligation to refund any ensuing damages.

Please return this form, signed for acceptance, to the following e-mail address: purchasing@lamarzocco.com

Scarperia, 22/05/2023

For acceptance
