

LETTERHEAD

Siram SpA
HQ
Attn: Purchasing Department

Undertaking to comply with the SA8000:2014 Standard, Siram's Corporate Social Responsibility Policy and Siram's Code of Conduct

The undersigned _____ acting as legal representative of the Company _____ with registered office in _____ address _____ tax code _____ VAT number _____, as Qualified Supplier of Gruppo Siram S.p.A., aware of the criminal sanctions under art. 76 of Italian Presidential Decree (DPR) n. 445/2000 in relation to false statements and making or using of false documents, shares the importance of creating a socially accountable work environment and promoting the professional growth of all employees, in compliance with national and supranational laws, including any regulation on human rights.

To this end the Company undertakes to comply and cause others to comply with current laws and regulations governing the following requirements of the SA8000:2014 Standard in its workplace and its supply chain:

1. not using or supporting child labour (children younger than 15 years of age); young workers (between 15 and 18 years of age) may be employed according to compulsory education laws;
2. not engaging in or supporting the use of "forced or compulsory labour" by coercion or threats, including psychological threats;
3. providing a safe and healthy workplace by preventing any occupational injuries or illnesses;
4. respecting employees' right to join Trade Unions and to bargain collectively;
5. not engaging in discrimination based on race, sex, religion, ...;
6. not engaging in or supporting the use of disciplinary practices such as corporal punishment, mental or physical coercion or verbal abuse;
7. complying with applicable laws and national or local bargaining agreements on working hours and overtime;
8. ensuring that employees' remuneration meets the requirements as set out in the national bargaining agreement and in the company supplementary labour agreement.

The Company _____ is willing to participate in any monitoring activity that Siram is required to conduct according to the SA8000:2014 Standard.

The Company _____ declares that it has read and understood Siram's Code of Conduct and Organisational Model as included in Siram's website (www.siram.it) and that it shall comply with the provisions thereof.

Place and date