

CODE OF ETHICS

COMPANY MISSION STATEMENT

Established in 1968. A 55-year-long history. Steadily growing and evolving, La Bulloneria specializes in the marketing of professional screws, miniature machined parts, fasteners, metal stamping products, utensils, and metrology and automation equipment. Our wish, as well as our objective, is for the businesses that chose, choose and will choose our company, to count us as one of the factors contributing to their success. This is why our clients are our top priority in all our economic and ethical choices, but also in terms of suppliers. In order to succeed, it is essential for our employees and collaborators to feel they are part of a positive and proactive environment which focuses on the wellbeing of the entire group, by providing constant training and improvement.

COMPANY VALUES

It is therefore essential to underline that the company mission adheres to rigorous compliance with national and international laws, rules and regulations, and is committed to honesty, loyalty, fairness, moral integrity and good faith. In business, just like in private life, failure to comply with these values undermines trust, and favors a code of silence which fosters hostility and unpleasant behavior towards the company. Our values are always made clear to all the human resources we interact with, like clients, suppliers, public institutions, collaborators, banks, and anybody who supports our business, so as to maintain our good reputation and credibility.

AIMS OF OUR CODE OF ETHICS

In order to comply with the Law decree 231/2021, La Bulloneria Srl has drawn up a series of rules based on ethical principles to abide by both within and without the company. This code of ethics contains all company regulations that on one hand enhance trust from and for our company, and on the other counter injustice and a code of silence. Anyone involved with our company must abide by these regulations. This code does not challenge the Italian laws in force or the National Collective Agreement in use, rather, it enhances them and all the other Italian norms.





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WHO IS COVERED BY OUR CODE

It covers anyone associated with our company, both within and without (employees, collaborators, administrators, clients and suppliers).

APPLICATION

Our code of ethics includes all those activities associated with our business, and provides inspiration for any action carried out by any associate. Anyone disagreeing with the following regulations or requiring clarifications may contact their supervisors or the company management. Should any violation to this code be made, these same parties must promptly be informed so as to be protected against any form of retaliation and to ensure their privacy, without prejudice to the obligations provided for by law.

LA BULLONERIA SRL CODE OF ETHICS

1. HONESTY AND LAWFULNESS

La Bulloneria Srl rigorously complies with Italian and international laws, rules and regulations in force. Any attempts to corrupt or break this code and/or the Italian laws in force shall not be tolerated.

2. EQUALITY AND FAIRNESS

Our company is committed to guaranteeing equal opportunities to anyone associated with the company, ensuring that nobody is discriminated or excluded. In our choice of associates, be they employees, collaborators, shareholders, public administration or suppliers, La Bulloneria Srl is against any form of discrimination and humiliation. Age, sex, nationality, political affiliation, religion, gender identity, sexual orientation and race are factors that play no role in our company choices. On the contrary, we select individuals after analyzing only their professional profiles, leaving them to express their personal ideas and opinions in their private life.

3. RESPECT FOR OTHERS

One of our company's objectives is respect for the rights, will, physical integrity and enhancement of our associates both within and without our working environment. Our clients are our main focus, we therefore train human resources so that their knowledge and competence ensure quality service and reference for any requirement. At the same time, we have enhanced our company staff providing them with WELFARE support since 2020. Therefore, we aim at developing relationship

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NORMALIZZATI PER STAMPI



VITERIA UNIFICATA E A DISEGNO



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capital not only by legally respecting others, but also by meeting and striving to meet our collaborators' requirements.

4. CORRECT AND TRANSPARENT COMMUNICATION

One of our major commitments is towards the communication of truthful information devoid of deceit and unclear wording that may lead to wrongful interpretations. This occurs both within the company and with all associates.

5. ECONOMY ETHICS AND QUALITY

All our business relationships are devoid of illegal, conspiratorial and fraudulent practices aimed at attempted or accomplished corruption or favoritism of any kind. Any conduct must be in compliance with this code, the Italian and international laws and our company rules. Therefore, our administrators, collaborators and employees are required to abide by our code of ethics, and any relationship must be based on moral correctness and integrity. Everybody is required to refrain from any unethical behavior or conduct contrary to the rules protecting competition and freedom of sales, and to avoid any agreement which may harm our company, such as offering advantages aimed at withdrawing offers, illegal agreements on prices, or promises that bring benefits and damage competitors. In the event this should occur and should be deemed an autonomous offense, our company will take all necessary measures, including legal action. Since 2023, La Bulloneria srl has decided to accept gifts and freebies from suppliers and/or clients only when they are economical and not aimed at either gaining advantages or compromising our integrity and reputation. At the same time, we have been involved in charitable work to help socially disadvantaged groups for many years.

6. SAFETY OF EMPLOYEES AND WORKPLACE

La Bulloneria Srl will constantly strive to keep all workers informed and protected in their workplace. Our company hopes that in line with their training and competences, all workers (regardless of their position) abide by the rules to avoid and limit any risks.

7. FUTURE

La Bulloneria Srl believes in loyal collaboration and competition, and pursues the principles aimed at achieving the contents of this code. In this light, the present document is dynamic, subject to evolve with the changes occurring in the world and in the community. Should there be any changes that may contribute to improving collective wellbeing, our company reserves its right to modify this document.

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