



# **Code of Conduct for Supplier and Business Partner**

**Zendra Systems S.p.A.**

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## 1 INTRODUCTION

Zendra Systems designs and manufactures braking systems through a comprehensive, certified, and quality-oriented engineering approach.

With over forty years of manufacturing history and a major industrial renewal completed in 2025, Zendra Systems combines local expertise, technological vision, and advanced manufacturing processes.

Our mission and vision guide us in the development of next-generation braking systems that integrate intelligent motion control, safety, and responsibility—leveraging people's experience and know-how to build reliable solutions and long-lasting relationships of trust.

Zendra Systems operates according to principles of integrity and transparency, respect for people, equal opportunities, and protection of human dignity.

The Company promotes safety, order, and responsibility in the workplace, as well as cooperation and professionalism in all internal and external interactions.

Our Company is committed to ensuring the sustainable growth of the local territory and local skills.

These values are fully aligned with our Corporate Code of Ethics and represent the foundation of how our Company operates.

Zendra Systems places great importance on sustainability in all our activities. This commitment is already reflected in our four core corporate values: Entrepreneurship, Sustainability, Integrated Management, and Personal Integrity.

The broad diversity of society is reflected in the large number of suppliers of raw materials, components, and services worldwide. In our procurement processes, we consider not only legal, commercial, and technical aspects, but also the three sustainability criteria: environment, society, and governance (ESG).

You—suppliers and business partners of Zendra Systems—are required to acknowledge and comply with the following ESG standards, based on the Code of Ethics adopted by the Board of Directors of Zendra Systems and on the ten principles of the United Nations Global Compact.

## 2 ENVIRONMENT

Suppliers and Business Partners are required to:

- Comply with all applicable environmental, health, and safety regulations.
- Promote the development, production, transportation, and disposal of products in a safe and environmentally responsible manner.
- Ensure product quality and safety by adopting and implementing appropriate management systems, including those related to documentation and continuous improvement.
- Protect employees and the environment from potential risks arising from products and processes.
- Operate in a resource-efficient manner by adopting sustainable technologies and reducing waste and emissions.

## 3 SOCIETY

In carrying out their activities, Suppliers and Business Partners are required to:

- Respect internationally recognized human rights and prevent any form of forced labour (including modern slavery and human trafficking) and child labour.
- Guarantee freedom of association and the right to collective bargaining, in compliance with applicable laws.
- Treat employees fairly and respectfully, ensuring a work environment free from any form of harassment, abuse, or discrimination.
- Allow employees and other stakeholders to report any violations of laws or internal regulations.
- Comply with applicable regulations concerning minimum wages, working hours, and remuneration conditions appropriate to the local context.
- Not use or supply products containing minerals originating from conflict-affected areas that may directly or indirectly finance armed groups or contribute to human rights violations, as described in Annex II of the *OECD Due Diligence*

*Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.* To this end, appropriate due diligence activities must be carried out on mineral supply chains in accordance with these guidelines.

#### 4 VIOLATIONS OF THE CODE OF CONDUCT

Suppliers and Business Partners are required to:

- Comply with all applicable national and international laws and regulations, including antitrust regulations, export control provisions, international sanctions, data protection laws, protection of trade secrets and intellectual property, and any other relevant legislation.
- Fulfil disclosure obligations required by corporate and commercial regulations.
- Ensure that neither the company nor its directors or beneficial owners are included in sanctions or embargo lists that would prevent commercial relationships.
- Prohibit any form of corruption, bribery, and money laundering by adopting appropriate measures to prevent such offenses.
- Ensure that neither the company nor its directors or beneficial owners are involved in criminal proceedings—particularly of an economic nature—nor have they been subject to relevant convictions or sanctions in the past five years.
- Prohibit the offering or acceptance of gifts or benefits that could influence business decisions or induce recipients to violate professional or official duties.
- Disclose any public ownership interests or control structures within the company before entering into a business relationship.
- Respect privacy and confidentiality of information and ensure protection of personal data and intellectual and industrial property.
- Adopt or implement an appropriate compliance management system to support adherence to applicable laws, rules, and standards.

Zendra Systems places great importance on compliance with the above principles of sustainable development throughout our supply chains and business relationships and promotes relationships based on transparency and mutual respect.

Suppliers and Business Partners may demonstrate compliance with these principles by accepting this Supplier and Business Partner Code of Conduct or by providing evidence of equivalent voluntary commitments.

Zendra Systems reserves the right to conduct audits and assessments of its suppliers and business partners to verify compliance with the laws, rules, and principles described herein and to take appropriate measures if these requirements are deemed not to be met. The business relationship may be terminated in the event of violations of these principles, failure to implement corrective actions, or identification of systematic violations.

For information regarding potential violations of the above principles or other possible unlawful conduct, you may contact the Zendra Systems Compliance Office at the following link:

<https://zendrasystems.com/procedura-di-gestione-delle-segnalazioni/>