

CODE OF CONDUCT FOR SUPPLIERS





PREAMBLE

Through its commitment to sustainability, Sofidel hopes to play an increasingly significant role in the environmental, social and economic spheres and thus contribute to improving the quality of life of all the people concerned and the communities in which it operates.

In order to guarantee real lasting social and environmental benefits along the entire value creation chain, Sofidel works to minimize environmental impacts and maximize economic and social benefits by involving all its stakeholders. This starts with suppliers, who Sofidel considers to be real partners in achieving common goals.

By drafting this document, Sofidel aims to achieve a supply chain that applies its own sustainability values, in the hope that its suppliers will, in turn, share the same values in their business relations.

It is from these founding principles that the idea of creating a Code of Conduct for Suppliers was born.



Luigi Lazzareschi Emi Stefani

Two handwritten signatures in black ink. The first signature is for Luigi Lazzareschi and the second is for Emi Stefani.

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This document does not replace the previous documents addressed to Sofidel Suppliers, but aims to integrate and complete them. Consequently, the following documents:

- **Sofidel Code of Ethics**
- **Sofidel Sustainability Charter**

This Supplier Code of Conduct outlines the minimum standards that Sofidel requires from its Suppliers. The implementation of this document is a valid tool for cooperation between Sofidel and its Suppliers.

Ariba will continue to be the virtual place for contacts between Sofidel and its Suppliers. Ariba Network makes it easy for buyers and suppliers to collaborate on transactions, strengthen their relationships, and discover new business opportunities. Buyers can manage the entire procurement process from source to settle, while controlling spending, finding new sources of savings, and building a healthy, ethical supply chain. Suppliers can help buyers achieve their procurement transformation goals, while boosting customer satisfaction, simplifying the sales cycle, and improving cash flow.

Sofidel supports the law wherever it operates and expects its suppliers to respect the laws of the country in which they operate, and international regulations.

SAFEGUARD CLAUSE

Depending on local practices and legislation, Sofidel Suppliers can implement and introduce more detailed and restrictive rules and policies to comply with applicable local requirements.

1

FIELD OF APPLICATION

The present code applies, and should be respected, by all Suppliers that interact with Sofidel. Its application is to be considered direct with respect to Tier 1.

A “Supplier” is any person or legal entity which provides Sofidel with products or services. In addition to Suppliers who have a direct contractual relationship with Sofidel, this definition also includes subcontractors.

The Tier 1 must respect and share all the contents of the pages of this document. The Tier 1 will have to communicate to the Tier 2 the publication of this document and ask to share the principles, values and dictates included in it.

Tier 1 companies offer the most advanced processes in the supply chain. This is the final step before the product reaches the final factory, which may complete it or simply get it ready for distribution by organizing shipment, marketing the products, or whatever is needed to get the product to the end user.

Tier 2 companies are Suppliers which, although not being less vital to the supply chain, are usually limited in what they can produce. Tier 2 companies also must be rigorous in safety and standards compliance.

2

ACCOUNTABILITY AND REGULATORY COMPLIANCE

2.1 COMPLIANCE TO APPLICABLE REGULATIONS

Sofidel requires its Suppliers to abide by and comply with applicable and existing national and international regulations and applicable corporate procedures adopted by Sofidel.

Suppliers are responsible to understand the statutory and regulatory requirements and need to know the rules that apply to Sofidel and to them as providers and the procedural norms that apply to their activities and their areas of responsibility. Ignorance of the law will never be accepted as an excuse.

When a Sofidel applicable policy imposes more restrictive standards than those mandated by applicable laws, Suppliers must comply with the more restrictive standards.

In the provision of goods and/or services to Sofidel, Suppliers may be contacted by regulatory agencies or government officials in relation to an enquiry involving Sofidel. In the event of non-routine requests for information or documentation, Suppliers must seek advice from Sofidel legal resources. Suppliers acting on behalf of Sofidel shall never attempt to obstruct any legitimate investigation.


ACCOUNTABILITY AND REGULATORY COMPLIANCE

Suppliers shall implement an appropriate compliance management system to facilitate compliance with applicable laws, regulations and standards.

Sofidel reserves the right to conduct audits or assessments to ensure Suppliers' compliance and will take appropriate steps regarding its relationship with the same Suppliers if there is a reason for concern. Sofidel reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations or displaying patterns of non-compliance with these standards.

3

OCCUPATIONAL HEALTH & SAFETY



Sofidel firmly believes that Occupational Health and Safety (OHS) is a primary and fundamental pillar to plan sustainable, effective and long-lasting developments in the company. This belief echoes in the Group's health and safe mission, where workers' health & safety is regarded as "the first fundamental element for our company to impose our name as a synonymous of quality and reliability". Sofidel's commitment to OHS extends well beyond the company's premises and embraces its entire value chain. Accordingly, all Sofidel Suppliers are expected to abide by any OHS laws or regulations in the countries where they operate and develop strong internal measures to ensure the minimization the amount of risk to which those who work for them are exposed.

3.1 OHS MANAGEMENT SYSTEM

- Suppliers must develop a robust and effective internal OHS management system with the aim of minimizing the risks associated to operations and the causes of hazards inherent in the working environment. The OHS management system must include relevant OHS risks assessment, an OHS policy, appropriate OHS procedures, an effective system to enhance worker's awareness on OHS, including policies and procedures, assigned roles and responsibilities for OHS, performance monitoring controls and regular management review of performance.
- All workers must receive the necessary and adequate OHS training and must be re-trained as required by local law or when any new or additional need or risk is identified.

3.2 EMERGENCY AND FIRE RISK

- Suppliers must develop internal emergency preparedness and response plans and procedures to face the potential emergency situations at the very beginning, to contain the effects and bring back rapidly the situation to safe conditions.
- Suppliers must comply with any local laws and regulations relating to fire risk and fire emergency and abide by any specific requirements concerning fire safety permits and certificates, fire alarms, fire-fighting equipment, emergency doors and fire drills.

3.3 SAFETY OF WORKING ENVIRONMENTS

Suppliers must provide safe and hygienic working environments, considering the prevailing knowledge of the industry and of any specific hazards, to prevent accidents and injuries and protect the health of its employees. A good level of housekeeping shall always be maintained in all sites and buildings.

3.4 STRUCTURAL SAFETY OF SITES AND BUILDINGS

- All Suppliers' site and buildings, including any accommodation or dormitories provided to employees, must be in good conditions, structurally safe and physically sound.
- Suppliers must obtain any legally required safety certificate for all their sites and buildings.

4

HUMAN RIGHTS

4.1 FORCED LABOUR

In every activity carried out by Sofidel and in the supply chain slavery, servitude, forced and / or compulsory labour as well as the trafficking of human beings is not tolerated.

Sofidel Suppliers undertake to not make any use of forced or constrained labour or forced labour of prisoners.

Workers cannot be forced to deposit their documents, cash deposits or deposits. Similarly, workers should be free to withdraw from the employment contract, in line with applicable national legislation, without fear of retaliation or punishment.

If Suppliers operate in a country that does not adhere to ILO (International Labour Organization) standards (or any convention and law mentioned in this Code), Sofidel reserves the right to ask suppliers to demonstrate compliance with ILO standards on forced labour, freedom of association and child labour.

4.2 CHILD LABOUR AND PROTECTION OF YOUNG WORKERS

According to the International Labour Organization, work child refers to any activity detrimental to growth of minors, which compromises their health or prevents them from attending school.

Poverty is the main cause of child exploitation. For this reason, Sofidel asks suppliers to engage effectively in the development and participation in policies and programs that help reduce poverty in the best interests of each child and for the real abolition of any illegal form of child labour.

Sofidel does not tolerate any type of child labour in its supply chain. Suppliers should avoid any kind of child labour in their business activities.

Suppliers must act in compliance with the prescribed regulations of the International Labour Organization (ILO), in particular the Convention 138 on the minimum age of employment and Convention 182 on the worst forms of child labour.

Suppliers should not hire workers below the minimum age for admission to employment, as stipulated in the fundamental Conventions and Declaration of the International Labour Organization and in respect of the local, social and legal work context in the case in which it prescribes a higher minimum age.

If local laws permit the employment of young workers, Suppliers will have to protect young people with the minimum age to access work, up to 18 years of age, ensuring that they are treated according to the law; this includes measures that avoid dangerous situations and night work that could compromise their health, safety or moral integrity.

4.3 NON-DISCRIMINATION AND DIVERSITY AWARENESS

Suppliers must not discriminate in hiring and in employment practices for reasons of gender, race, religious beliefs, sexual orientation, age, disability, nationality, social-economic status, political orientation or other ideologies and for membership of trade unions.

Suppliers must treat their employees and workers fairly, with respect and dignity, guaranteeing equal opportunities for all. Therefore, workers must never suffer sexual, physical, psychological, harassment or threats of any kind at work.

Suppliers should recognize and promote the positive value of diversity.

5

WORKERS RIGHTS

5.1 FREEDOM OF ASSOCIATION

Suppliers must recognize the right of workers to take part to workers' organizations and collective bargaining if workers choose to join them.

Similarly, Suppliers acknowledge the importance of direct commitment between workers and management and should encourage open communication regarding working conditions without workers being afraid of harassment, intimidation or reprisals.

Suppliers must recognize the freedom of expression to all workers.

5.2 WORKING HOURS

Suppliers must act in compliance with national regulations and international labour standards and industry standards concerning working hours.

In addition, Suppliers will have to grant weekly rest periods, annual leave and national holidays, as well as maternity leave, sick leave and any other permit

WORKERS RIGHTS

to the extent permitted by law and industry standards. In no case will the maximum duration of weekly working hours be exceeded, according to the laws and regulations in force, and overtime work must be voluntary and not requested by default.

5.3 REMUNERATION/COMPENSATION

Suppliers must comply with current regulations and collective labour agreements concerning salaries and benefits. Therefore, the workers, in addition to their normal salary, shall have the right to be paid for overtime hours in accordance with applicable legislation and collective labour agreements. Also, Suppliers must ensure that their workers receive decent, regular and adequate salaries.

5.4 HEALTH SERVICES AND HOUSING FOR WORKERS

Suppliers will have to guarantee workers access to clean sanitary services and drinking water and, if applicable, hygienic-sanitary equipment should be provided.

Where applicable, the accommodation will be without danger and adequate to the basic needs of the workers.

5.5 LEGALITY IN LABOUR RELATIONS

Workers must have legal contracts. Suppliers must establish recognized work relationships with their workers according to applicable national laws and good practices.

Furthermore, Suppliers must not do anything that prevents their workers from enjoying their legal and contractual rights.

6

BUSINESS ETHICS AND COMPLIANCE

6.1 ANTI-BRIBERY

Suppliers must reject corruption in business activities.

Suppliers are forbidden from offering, gifting, demanding or accepting personal benefits while performing their duties for the benefit of Sofidel.

Gifts are not permitted in any way. Acts of business courtesy are permissible only if they are allowed by the applicable laws and only if of a symbolic value or of a total value not exceeding € 50.00. This is to ensure that the integrity and reputation of the parties involved is not compromised in any way as well as these acts could not be interpreted by an external observer as a way of obtaining inappropriate advantages or favours.

Suppliers must not offer or make payments to government officials or officers and employees of private entities or offer them any gift or entertainment to influence their decision or encourage them to secure an improper advantage for Sofidel.

Any Sofidel Supplier who receives a demand for a bribe must immediately report the matter to Sofidel.

Suppliers must not pay or offer improper incentives for securing business for Sofidel.

Suppliers must not engage the services of third parties to offer bribes, illicit commission or kick-backs on their behalf. Suppliers shall not use the services of intermediaries, agents, consultants, partners, joint-venture partners or contractors when it is suspected that such partners may engage in illicit trade practices. Intermediary and sales agent can be engaged only after having conducted a due diligence process to assess their suitability and whether the remuneration of the intermediary is compatible to the services provided.

No Sofidel Supplier will be penalized for refusing to pay a bribe, to engage in corrupt practices or to make a facilitation payment.

6.2 FAIR TRADE AND MARKET INTEGRITY

Sofidel requires to its Suppliers to conduct their activities and business using competitive and fair market practices and in accordance with the requirements of national, international and European Union antitrust and competition laws.

Indeed, the exercise of fair competition is a prerequisite for Sofidel Suppliers.

Specifically, Suppliers must conduct their business in line with fair competition and in accordance with all applicable anti-trust laws. Suppliers are expected to not engage in any understanding or agreements with competitors with the effect of biasing or improperly influencing the markets in which they operate.

Suppliers must not discuss with competitors competitive bid processes related to Sofidel's procurement activities. Suppliers should not market their services and capabilities in a deceptive or misleading way and must not make disparaging or untruthful allegations regarding competitors.

Suppliers must not obtain confidential information on competitors by using illegal or unethical means.

6.3 SAFEGUARD OF ASSETS

If during the provision of goods and/or services, the Suppliers have control of Sofidel's assets, Suppliers have a duty to safeguard them.

It is forbidden to use Sofidel assets for any form of personal benefit or to provide services for an external party.

With specific regard to the possible use of IT resources, Sofidel computers, network systems and electronic communication tools must be used by Suppliers only for providing the service agreed and in accordance with Sofidel IT policies. When a suspicion of abuse arises and to the extent permitted by applicable data protection regulation, the use by Suppliers of Sofidel IT resources or electronic communication systems may be monitored and audited by Sofidel.

6.4 CONFLICTS OF INTERESTS

Situations may arise where a Supplier's interests could conflict with those of Sofidel or its stakeholders.

Suppliers must identify, prevent and adequately manage conflicts of interests, by designing and implementing appropriate administrative and organizational arrangements.

For the purposes of this paragraph, a "conflict of interest" is a situation where the Supplier has an interest distinct from, incompatible with or in competition with the interest of Sofidel and/or its stakeholders, or an employee of the Supplier has a business or personal interest distinct from, incompatible with or in competition with the interest of Sofidel and/or its stakeholders.

Suppliers have to identify and report to Sofidel conflicts of interests and the related risk.

Suppliers must effectively assist and support Sofidel in the assessment of the risk of conflict.

Following its risk assessment, Sofidel will determine whether to manage the conflict of interest using adequate measures to mitigate the same risk or to ask the Supplier to decline to act.

6.5 CONFIDENTIALITY AND INFORMATION SECURITY

Sofidel requires to its Suppliers to implement adequate information security programs to ensure that the information shared by Sofidel with them remain secure.

Suppliers managing information related to Sofidel or its stakeholders should implement adequate

measures to guarantee the confidentiality, integrity and availability of the same information. More specifically and where applicable with regards to the nature of the specific activity provided to Sofidel, Suppliers should implement at least the following set of safeguards:

- definition of a security policy and procedures for the protection of information;
- definition of roles and responsibilities with regards to information security;
- setting of an access control policy and implementing an adequate access control and authentication system;
- management of the IT assets and resources;
- change management and measures aimed to guarantee the security during applications lifecycle;
- management of subcontractors and external third parties acceding to the information;
- setting of incident handling procedures;
- business continuity system management;
- confidentiality of personnel;
- employees' awareness and training;
- logging and monitoring of activities and events;
- setting of measures related to the security of databases, servers and workstations;
- setting of measures ensuring the security of the network and of communications;

- management of back-ups;
- setting a policy related to the management of mobile and portable devices;
- setting a policy related to deletion and/or disposal of information;
- environmental and physical security.

6.6 INTELLECTUAL PROPERTY

Supplier's activity involving the acquisition and use of industrial property must comply with Sofidel procedures and applicable regulations.

Suppliers may use or modify intellectual property or material protected by copyrights or related rights or intellectual or industrial property right only with the consent of the owners of such rights or parties who enjoy their lawful use.

Goods and services provided to Sofidel by the Suppliers shall respect industrial or intellectual property of third parties.

Supplier may use the brands, logos and corporate name of Sofidel only for what is strictly necessary for the performance of the services defined in the specific contract with Sofidel. However, the possible faculty of use granted to the Supplier will cease with the completion of the service or the activity for which such use is authorized, or the termination of the contract stipulated with Sofidel.

Suppliers may use company name, signs, brands, logos, trademarks or registered symbols owned

or licensed to Sofidel only when explicitly agreed in the specific contract stipulated with Sofidel. However, no right or license is granted on any Sofidel intellectual property and the Supplier will have to cease immediately any use of Sofidel intellectual property as soon as the related purchasing contract terminates.

Suppliers are forbidden to register brands, names or signs similar to those of Sofidel.

Suppliers must immediately report to Sofidel any action contrary to the interests of Sofidel of which they have had news and provide to Sofidel the necessary assistance for any matter relating to the protection of intellectual property rights before the competent judicial authority.

The assets subject to protection pursuant to the legislation on intellectual or industrial property obtained or developed by the Suppliers because of the acquisition of confidential information may be used only on the basis of a prior written agreement with Sofidel.

6.7 DATA PRIVACY

Suppliers which, during the provision of good and/or services, process personal data shall comply with relevant data privacy regulations and Sofidel policies and procedures.

For the purposes of this paragraph, “personal data” means any information related to an individual.

In the processing of personal data, Suppliers shall respect the following requirements:

- data must be collected only where legally permitted. Data subjects shall be given the relevant processing information and their data shall be processed compatibly with the defined purpose;
- data must be protected against accidental or deliberate unauthorized disclosure, misuse or loss and must be securely disposed of as required;
- records containing data must be kept accurate and updated when needed. Identified errors must be emended;
- data shall be relevant and appropriate in relation to the purpose and shall be kept only if necessary;
- effective mechanisms shall be implemented so that harm from breaches is detected, reported, managed and remediated promptly or as required by law. This shall be documented;
- regularly updated data processing register documenting processing and identifying high risk processing and data privacy policies and procedures based on applicable law shall be available. These measures shall be linked to proven contractual enforcement mechanisms and must be regularly communicated to relevant staff;

- appropriate privacy training and material must be given to relevant staff;
- requests from individuals identifiable from data shall be promptly notified and/or forwarded;
- data processing changes shall apply privacy by design and shall be supported by data privacy impact assessments and notified and either agreed by Sofidel or accepted by data subjects as applicable before change is implemented;
- proposed sub processors of data must be agreed in advance with Sofidel and subject to appropriate written subcontracts.

7 ENVIRONMENT



Sofidel's sustainability strategy aims at "building an inclusive, sustainable and resilient future for people and planet". This commitment is also backed by a procurement policy which is oriented as much as possible to ensuring production processes with less environmental impact, focusing on the products life-cycle improvement towards greater circularity levels.

Given the above, Sofidel is committed to pursue environmental responsibility throughout its entire supply chain and aims to cooperate with business partners with the same environmental commitment, which effectively search for new ways to preserve resources and reduce pollution, pollutant emissions and waste of resources.

Suppliers must comply with all applicable existing environmental standards, regulations and laws in all countries in which they operate; primarily by obtaining and maintaining environmental permits and approvals for carrying out regulated activities.

Furthermore, Suppliers should be aware of the environmental policy of the group and integrate

ENVIRONMENT

environmental responsibility into their own strategy, also by adopting measures to reduce the environmental risks related to their operations and directly promoting appropriate training among their business partners.

Suppliers have to inform Sofidel if any issue should arise with their own partners (for example with NGOs, Institutions etc.) Sofidel considers the establishment of voluntary management systems a strategic element to achieve the purpose of organization continuous improvements and a valid mean for answering to stakeholder's specific needs and requirements, in terms of quality, environment, energy and forest management and products certification. Sofidel recommends also its Suppliers to evaluate the opportunity to adopt relevant management systems according to international and European standards (among which ISO 9001:2015, ISO 14001:2015, ISO 50001:2018, FSC®-PEFC®, Ecolabel being the most important).

7.1 ENERGY CONSUMPTION AND GHG (GREEN HOUSE GAS) EMISSIONS

According with the Group energy policy and its commitment to improve energy performances and reduce GHG emissions, as a key part of Sofidel Energy management system, Suppliers must be aware that:

- when procuring energy using products, equipment and services that have, or can have, an impact on energy consumptions, Sofidel Group shall consider energy performance as one of the evaluation criteria for procurement.

- Furthermore should guarantee their engagement in:
- providing energy-efficient products and services and energy or GHG emissions saving materials;
- improving their manufacturing process with focus on energy efficiency and GHG emissions reduction
- promoting the use of renewable energy sources.

Sofidel recommends its suppliers to verify the applicability of specific legislations in terms of energy (such as Energy Efficiency Directive) and to implement an energy management System according to the standard ISO 50001:2018.

Within the WWF “Climate Savers” programme, Sofidel is committed to reduce not only the GHG emissions directly produced by its activities but also its third parties GHG emissions, along its value chain. Sofidel encourages its Suppliers to monitor their GHG emissions, implementing reduction activities and publicly disclosing their performances. Sofidel recommends to its supplier the following actions:

- disclosing the energy mix of goods and services supplied, particularly referred to energy vectors (electricity, steam), transportations and materials manufactured by the means of energy intense processes;
- promoting and displaying the energy performances of supplied equipment and machineries
- managed their all air emissions in a transparent and law-compliant way.

7.2 WATER AND DISCHARGE

Water is a key element for Sofidel production processes and a natural resource that needs to be preserved and correctly managed. Sofidel pursues the objective of reducing water consumption and prevent water pollution through both management measures and investments.

Sofidel asks to its Suppliers to use water resources responsibly, especially when they operate in water-stressed areas, and to adopt water-saving strategies.

In particular, the water treatment before discharge and the water discharges must be in accordance with the local regulations and must be aimed at the reduction of chemicals and pollutant emissions.

Furthermore, Suppliers should monitor bodies of water, wetlands of natural habitats potentially affected by discharge or withdrawal of water from operations.

Sofidel encourages its Suppliers to monitor their water consumption, implementing reduction activities and publicly disclosing their performances.

7.3 FOREST AND FIBER

The main raw material for Sofidel production consists of virgin cellulose.

The awareness of the role that forests play in protecting the global environment and maintaining the biodiversity directed the definition of Sofidel policy in fiber purchasing, which realizes itself in the purchase of 100% certificated raw materials according to forestry management certification schemes (FSC®, PEFC®).

Sofidel condemns all illegal practices, natural forests conversion into plantations and requires its Suppliers to be able to demonstrate the origin of the wood used for cellulose production and their compliance with relevant legislation (e.g. EU Timber Regulation if applicable).

In this context, Suppliers are encouraged to:

- implement sustainable forest management practices, suitable from an economic, environmental and social point of view and in general use environmentally responsible wood fiber for their productions;
- adopt management systems for their forest lands, forestry operations or fiber procurement activities and obtain an internationally recognized certification by an independent third party.

7.4 WASTE MANAGEMENT

Being engaged in a correct waste management, Suppliers must have appropriate environmental permits and licenses for the activities conducted and must comply with relevant local legislation.

Supporting the transition to a circular economy, Sofidel has defined a series of activities and goals to increase the circularity of its business, such as the research for waste reduction systems and the elimination of waste disposal in landfills, both from its own processes and those of its Suppliers, following a life-cycle approach.

Therefore, Sofidel supports its Suppliers in preferring solutions aimed at responsible and sustainable waste management based on circular economy principles. Suppliers are encouraged to reduce environmental impact of their operations and to safeguard natural resources through a reasonable

commitment to limit or eliminate waste: this commitment includes reduction, recycling, composting, and reuse of materials.

Suppliers should follow precise procedures for increasing the waste subdivision, to facilitate the proper waste recovery treatment, and try to reduce the consumption of raw materials, where possible, evaluating the introduction of technological improvements and material substitution or production modification.

7.5 CHEMICALS AND OTHER RAW MATERIALS

Chemicals and hazardous substances may represent a risk if released into the environment during their use, storage and disposal.

The Suppliers must systematically identify these substances, manage them in safe conditions and ensure to avoid the use of prohibited chemicals, according to applicable legislations or international conventions (e.g. REACH Regulations).

7.6 PLASTIC MATERIALS

Suppliers should contribute to the reduction of traditional plastics in the environment, replacing it with other more ecological materials whenever possible.

8

CONTROL SYSTEM

Sofidel reserves the right to verify, with or without prior notice, compliance with the Code by Suppliers through both Sofidel employees and external organizations. These controls may include the inspection of the structures of the Supplier and / or interviews with their employees.

Sofidel requires the collaboration of its Suppliers during these auditing activities and expects Suppliers to promptly face any shortcomings detected with respect to this Supplier Code of Conduct through targeted corrective measures.

8.1 MEASURES

In case of non-compliance declared by the Suppliers or verified by Sofidel, also through the control activities indicated above, Sofidel may request the Supplier to plan and implement the necessary corrective actions. Sofidel reserves the right to terminate any relationship and / or terminate any contractual agreement with the Supplier that refuses to implement the corrective measures within a reasonable time, without prejudice to the exercise of the rights and remedies provided for by law and related to such termination.

9

CONTACT

10

REFERENCES

For any information about this Code, Sofidel offers you the possibility to contact Sofidel at the following contacts. Sofidel through this document aims to have an increasingly collaborative relationship with all those who have a relationship with Sofidel.

Mail: Sabrina.Stanescu@Sofidel.com

Phone: +390583268434

SOFIDEL REFERENCES

- **Code of ethics**

www.sofidel.com/documenti/en/sofidelethicalcode.pdf

- **Sofidel's Sustainability Decalogue**

www.sofidel.com/wp-content/uploads/2017/05/Sustainability_Decalogue_EN.pdf

- **Sofidel's Sustainability Charter**

www.papernet.com/americas/usa/sites/default/files/pdf/sustainability_charter_en.pdf

REFERENCES

- **Guidelines for Sofidel Suppliers**

www.sofidel.com/documenti/en/supplieryguidelines_en.pdf

GENERAL REFERENCES

- **Universal Declaration of Human Rights**

www.un.org/en/documents/udhr/index.shtml

- **ILO International Labour Organization**

www.ilo.org/global/topics/lang--en/index.htm

- **The UN Global Compact's ten principles**

<https://www.globalcompactnetwork.org/en/the-un-global-compact-eng/the-ten-principles/overview/45-the-ten-principles.html> Obiettivi di sviluppo sostenibile (seguire il link)

- **Sustainable Development Goals**

sustainabledevelopment.un.org/sdgs

- **Children's Rights and Business Principles**

childrenandbusiness.org/

- **Rio Declaration on Environment and Development**

www.jus.uio.no/lm/environmental.development.rio.declaration.1992/portrait.a4.pdf

- **OECD Guidelines for Multinational Enterprises**

mneguidelines.oecd.org/annualreportsontheguidelines.htm

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