



REVO INSURANCE GROUP

SUPPLIER CODE OF CONDUCT

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1. Introduction

- 1.1.** REVO Insurance S.p.A., (hereinafter the “Parent Company”) and its subsidiaries (the “Group”) recognize the importance of adhering to applicable laws and established codes of conduct. We believe that legality, fairness, and professional competence are essential for managing our business responsibly. Consistent with our Code of Ethics, the Group promotes a supply chain based on integrity, respect for human rights, and environmental protection.
- 1.2.** This Supplier Code of Conduct (the “Supplier Code”) aligns with the Group’s Code of Ethics and outlines the behavioural principles expected of all Suppliers (as defined in section 2) in their interactions with the Group and in carrying out their services.
- 1.3.** The Supplier Code is grounded in the principles of the United Nations Global Compact, covering human rights, labour, environment, and anti-corruption.
- 1.4.** The Group encourages all Suppliers to adopt and uphold the principles set forth in this Supplier Code.
- 1.5.** This Supplier Code does not carry legal force but serves as a tool for guidance and transparency, aimed at promoting a sustainable supply chain.

2. Scope and Applicability

- 2.1.** This Supplier Code applies to all parties entering contractual relationships with Group companies for the supply of goods, services, or consultancy (hereinafter the “Suppliers”), regardless of purchase methods or contract types. Group insurance intermediaries, governed by separate arrangements, are excluded.
- 2.2.** Suppliers are expected to behave in alignment with the values and principles of this Code, extending them into their professional and social conduct.
- 2.3.** Suppliers are also expected to encourage these principles among their subcontractors, sub-suppliers, and other third parties involved in delivering services to the Group.

3. Ethical Standards

3.1. *Integrity in Business Relations*

- 3.1.1.** The Group operates in compliance with all applicable laws wherever it does business.
- 3.1.2.** The Group strives to prevent corruption, money laundering, and other illicit activities.
- 3.1.3.** Suppliers are expected to prevent and address all forms of corruption, fraud, or illegal conduct, acting in accordance with applicable laws and with honesty, integrity, and transparency.

3.2. *Fair Competition*

- 3.2.1.** Business relationships must comply with competition regulations and promote merit enhancement.
- 3.2.2.** Suppliers are expected to avoid deceptive, unfair, or anti-competitive practices, while should adhere to applicable laws, and promote transparent and fair market behaviour.

3.3. Conflicts of Interest

- 3.3.1. Suppliers must avoid situations—actual or potential—that could result in conflicts of interest with the Parent Company or Group entities. Any conduct or relationships that might compromise autonomy, impartiality, or independent judgment are considered inappropriate and not allowed.
- 3.3.2. Suppliers should avoid giving gifts to employees, except for items of modest value (up to EUR 150) that cannot be interpreted as conflicting with the material or moral interests of the Parent Company or Group companies.

3.4. Privacy and Data Protection

- 3.4.1. Suppliers processing personal data on behalf of the Parent Company or Group companies must comply with data protection laws, including GDPR provisions. Processing must be lawful, fair, appropriate, and secure. Personal data should be updated, stored only as long as necessary, and used exclusively for legitimate purposes.

3.5. Confidentiality

- 3.5.1. Suppliers must safeguard all confidential information related to their contractual relationship with the Parent Company or Group. Such information should not be disclosed or used for purposes beyond the agreed scope unless expressly authorized and in compliance with applicable laws and internal policies.

4. Labour and Human Rights

4.1. Respect of Fundamental Human Rights

- 4.1.1. Suppliers must respect internationally recognized human rights and applicable national legislations. They must reject and prevent any form of abuse or violation, acting with social responsibility to foster safe, inclusive, and respectful workplaces.

4.2. Regular Work and Decent Conditions

- 4.2.1. Suppliers must ensure regular employment contracts and full compliance with labour laws. Working conditions should conform to personal dignity and rights, avoiding exploitation or degrading treatment.

4.3. Non-discriminatory and Equal Opportunities

- 4.3.1. Suppliers must prevent and address discrimination and harassment, ensuring fair and equal opportunities for all employees—regardless of gender, ethnicity, religion, sexual orientation, age, disability, political view, or marital status. Skills development and merit enhancement are promoted and must guide hiring, training, and career advancement.

5. Environment and Safety

5.1. Environment

- 5.1.1. Suppliers must comply with environmental laws and adopt responsible practices to reduce both direct and indirect environmental impacts through preventive measures, resource efficiency, and proper waste management.
- 5.1.2. The Group supports sustainability-aligned practices consistent with ESG principles, contributing to a low-impact economy.

5.2. Health and Safety at Work

- 5.2.1. Suppliers must ensure safe and healthy work environments compliant with health and safety regulations, adopting preventive measures to avoid injuries and promote physical and mental integrity of workers and promote a culture of prevention.
- 5.2.2. Suppliers must provide appropriate safety training, ensure the use of personal protective equipment where required, and maintain facilities and operations in proper conditions to minimize risk.

6. Final Provisions

- 6.1.1. This Supplier Code is published on the official REVO Insurance S.p.A. website and made available to all stakeholders. Any updates or revisions will be communicated to all applicable parties.
- 6.1.2. The Group promotes awareness of this Code using appropriate channels tailored to the Supplier and type of service, in compliance with ethical and behavioural standards, while protecting the Group's reputation.
- 6.1.3. This Code, which reflects the operational principles of the Company, has been approved by the Top Management of Revo Insurance S.p.A. as Parent Company and adopted by the Group companies.