

BIOAGRICERT SRL CODE OF ETHICS

1. OBJECTIVE

Employees, officers and contractors ("Personnel") are required to understand the legal and policy requirements that apply to their work, including compliance with this Code of Ethics. Any agreement between you and the Company requires compliance with this Code of Ethics, which is also included in all employment or contract agreements. representation. This Code will be disseminated to the interested recipients through appropriate communication channels. communication.

2. PURPOSE

This Code of Ethics covers a broad range of company practices and procedures. It does not address every issue that may arise, but it establishes the basic principles that all Company personnel must adhere to. All employees, officers, and contractors of the Company must conduct themselves in accordance with this Code and seek to avoid any inappropriate behavior.

3. RESPONSIBILITY

If a law conflicts with this Code, you are required to comply with the law. Alternatively, if a local rule or policy conflicts with this Code, you should comply with the more restrictive one. The Company will provide guidance to anyone with questions about how to handle any conflicts. Those who violate the principles set forth in the Code are therefore violating their agreements with the Company and may be subject to disciplinary action, including dismissal and legal liability. Furthermore, violations of this Code may also constitute violations of law and may result in civil or criminal penalties for staff, direct supervisors, and/or the Company. Employees, officers, and contractors must sign a new Code of Ethics if this Code is amended and a new version is issued.

4. FUNDAMENTAL PRINCIPLES

The principles of this Code are based on compliance, both in letter and spirit, with the Code itself, the laws and any standards or policies of the Company or third parties used for audits/inspections. All Company Personnel must comply with the laws, rules, and regulations of the cities, states, and countries in which they operate, as well as this Code of Ethics and the policies and standards of the Company itself and of third parties used for audits/inspections. All Company Personnel must act professionally, accurately, honestly, and impartially and must not compromise the reputation of the Company's certification programs. All Personnel must cooperate fully with inquiries regarding alleged violations of laws or of the Company or third-party standards and policies. All Company Personnel must act with professionalism and integrity when promoting the Company's services. Requests for activities other than those provided by the Company are not permitted during the certification audit or the certification process, and inspectors/auditors are not permitted to make requests to the Company's customers after termination of their employment with the Company, as indicated in the Bioagricert Quality Manual. The Company's Governance Committee and/or Appeals Committee, together with its Board of Directors, are responsible for investigating any violations of laws, this Code, standards, or policies by Company personnel. Reporting and resolution of complaints and appeals is managed through the Bioagricert Quality Manual and the Pro_03 Appeals Committee Procedure, which are part of the company's Quality System.

5. CONFLICT OF INTEREST

All Personnel must not provide services if they have an existing conflict of interest that has not been disclosed to the Company in writing. A "conflict of interest" exists when the private interests of an individual or company for which the individual works interfere, in any way, with the interests of the Company, a client of the Company, or a third party holding a standard against which an audit is conducted or a certification is issued.

A conflict of interest situation may arise when Staff members take actions or have interests that prevent them from performing their work objectively and effectively. Conflicts of interest may also arise when Staff members (or their family members) receive improper personal benefits as a result of their position.

If Staff members hold shares in a company or provide consulting and training services, they may not conduct any inspections or evaluations at that company. The Company has procedures in place to monitor any conflicts of interest, which include the signing of annual declaration of interests forms by all staff.

Company policy prohibits any type of conflict of interest, unless otherwise provided by the Company's Board of Directors. If a situation regarding possible conflicts of interest is unclear, please Consult the Company. Personnel who have a conflict of interest or a potential conflict of interest must bring it to the attention of a Bioagricert representative.

Organismo di Controllo e Certificazione / Certification and Control Body

6. COMPETITION AND GIFTS

The Company seeks to outperform its competitors fairly and honestly, providing superior performance and never through unethical or illegal business practices. The use of proprietary or commercial information obtained without the owner's consent is prohibited. All Company personnel must treat customers, suppliers, competitors, and Company employees fairly.

Personnel are not authorized to fix prices, manage bids, assign markets or customers, or conduct illegal activities.

The Company maintains its reputation by adhering to process quality and safety requirements and managing all documents relating to certification activity in compliance with legal provisions and other applicable requirements.

All personnel or their families must not accept gifts from customers, suppliers, subcontractors/contractors, associations, accreditation bodies, government agencies, or any third party for the provision of certification services without the Company's written consent, which is unlikely to be granted. No gift, payment, or favor may be offered, directly or indirectly, by personnel to customers, suppliers, government and accreditation agencies, or any other third party.

7. DISCRIMINATION AND HARASSMENT

The diversity of the Company's workforce is considered a tremendous asset. The Company is firmly committed to providing equal opportunities to all employees and does not tolerate any discrimination or harassment based on race, religion, gender, national origin, or membership in a protected class.

8. HEALTH AND SAFETY

The Company strives to provide each employee and officer with a safe and healthy work environment. Each employee and officer has the responsibility for maintaining a safe and healthy workplace for all employees and officers by following environmental, safety, and health rules and practices and by reporting accidents, injuries and unsafe equipment, practices or conditions. Violent and threatening behavior is not permitted. Employees and other Representatives are also expected to perform their related work in a safe manner, free of the influences of alcohol, illegal drugs or controlled substances. The use of illegal drugs in the workplace will not be tolerated.

The Company is committed to providing all personnel with a safe and healthy work environment. All personnel are responsible for maintaining a safe and healthy workplace by following environmental, safety, and health regulations and reporting incidents, injuries, and unsafe equipment, practices, or conditions. Violent and threatening behavior is not permitted. All personnel are required to perform their duties appropriately without the use of alcohol, illegal drugs, or other substances. The use of illegal drugs in the workplace will not be tolerated.

9. ENVIRONMENT

All Company Personnel must comply with all applicable environmental laws and regulations.

10. CONFIDENTIALITY

All Personnel must maintain the confidentiality of proprietary information entrusted to them by the Company or its customers or suppliers and must not use such information or disclose it to others unless disclosure is authorized in writing by the relevant parties, required by law or regulation, or related to the certification issued. In the event of disclosure required by law or regulation, the Company must be notified prior to any disclosure.

Confidential and proprietary information includes all non-public information that, if disclosed, could be useful to competitors or harmful to the Company or its customers or suppliers. Such information includes details about products and ingredients, supply sources, production or processing methods, technical information, marketing information, databases, trade secrets, and other intellectual property. The obligation to maintain confidential and proprietary information continues even after termination of the employment relationship between Personnel and the Company.

11. PROTECTION AND CORRECT USE OF COMPANY ASSETS

All personnel must protect Company assets and ensure their efficient use. Theft, neglect, and waste have a direct impact on the Company's profitability. All Company assets must be used for legitimate purposes.

Employees' obligation to protect assets includes protecting the Company's confidential and proprietary information. Confidential and proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing, and service plans, databases, records, customer information, contact information, salary information, and any unpublished financial data and reports. Unauthorized use or distribution of this information is a violation of company policy and, in some cases, may result in civil or criminal penalties.