

SUPPLIER CODE OF CONDUCT

1. INTRODUCTION AND PURPOSE

Stevanato Group S.p.A. and its subsidiaries ("Stevanato Group" or "Group") are committed to carrying out all business activity in a sustainable way and based on high ethical standards, respecting legal compliance, human rights and environment.

The provision of this Supplier Code of Conduct ("Code") reflects the principles, the values and the minimum standards that must be met by dealing supplier, business partners, anyone who provides services to the Group and any third party involved in contractual relations with the Group (collectively the "Suppliers").

All Suppliers are required to strictly observe the rules of the Code as well as to commit to all Stevanato Group compliance and sustainability requirements by assuring that their entire organization is committed to without exception, removing any rule that might prevent such successful enforcement.

2. PRINCIPLES AND RULES

2.1 Ethical business: legal compliance

Stevanato Group shuns any kind of corruption.

Suppliers must comply with all applicable international, EU, national regional and local laws and regulations, and act in accordance with the highest ethical and business standards.

Suppliers must:

- refrain from offering, promising, giving, paying or authorising other people to give or pay, directly or indirectly, any amount of money, or material goods or benefit to public officials or private party;
- refrain from accepting or authorising other people to accept any request or solicitations of an economic advantage or advantages of any other nature from a public official or private party;

when the intention is to:

- induce a public official or private party to perform a public function or a business activity, or compensate them for having performed it;
- influence an official act, or omission, by the public official or any decision that violates any public duty;
- obtain or secure unlawful advantage in doing business;
- or in any case, violate the applicable laws.

The Suppliers have to implement appropriate and effective anti-corruption program and policy.

2.2 Conflicts of interest

Suppliers must disclose to Group any conflict of interest, existing or potential, with Stevanato Group. Conflict of interest means: a situation in which an interest of any nature on the part of the Supplier interferes with, or could interfere with, or is contrary to the interest of Stevanato Group.

2.3 Human and Labor Rights

Suppliers must comply with the principles set out in *the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work* and *Declaration of Human Rights*.

Suppliers are also required and on behalf of their subcontractors or sub-suppliers, to:

- i) **Prevent any forms of child labour.** The minimum age of workers must be 15 years of age or the age of the completion of compulsory education. If local laws provide stricter requirement Suppliers must comply with them. If Suppliers employed young workers (ages between 15 and 18), the young workers must not, in any circumstance, be exposed to physical risk.
- ii) **Prohibit forced or compulsory labour.** Suppliers must ensure that employer relationship is freely chosen, no deposit money, monetary charges, hand over passport, work permit as a condition of employment can be required. Any form of mental or physical coercion, slavery and human trafficking are prohibited.
- iii) **Provide for work time, wages and benefit.** Suppliers must set working hours, wages and overtime pay in compliance with applicable laws and international reference standards.
- iv) **Prevent any kind of discrimination.** Suppliers must guarantee fair working conditions and equal opportunities for all employees, avoiding any form of discriminatory or persecutory work environment or any harassment.
- v) **Guarantee respect of workers right and freedom of association.** Suppliers must comply with applicable laws of right of free association, join labor unions and collective bargaining.
- vi) **Guarantee Health and Safety and fair working conditions.** Suppliers must guarantee health and safety working place and environmental conditions not harmful for employees and collaborators. Supplier must in any case ensure compliance with applicable legislation and standards by: i) doing and updating a Risk Assessment; ii) implementing appropriate prevention measures to mitigate the risks; iii) providing to each worker appropriate personal protective equipment; iv) implementing appropriate health and safety plan; v) carrying out an effective health and safety training; vi) providing good working conditions (adequate lighting, temperature, ventilation, sanitation, noise level, air quality, ergonomic conditions, drinking water, toilets and washing, housing facilities and dormitories must comply with health and safety requirements).

2.4 Environmental and sustainable business

Suppliers must: i) comply with all the applicable national, EU and international laws and regulation on environmental matter; ii) obtain and kept all environmental authorizations, permits and licenses necessary to they business; iii) operate in sustainable manner minimising the energy consumption and carbon emission; iv) promote waste recycling ensuring compliance with applicable legislation concerning handling and disposal of hazardous materials.

2.5 Supply Chain Management

Suppliers must use sub-contractors that comply with the present Code and inform the Group about the supplier they use upon request, remaining responsible for any non-compliance of their sub-contractors. Suppliers must promote sustainable approach within its supply chain.

2.6 Conflict minerals

Suppliers must report the presence and origin of tantalum, tin, tungsten or gold contained in products, parts or components supplied, and comply with applicable legislation.

2.7 Company Information and Intellectual Property

Suppliers undertake the responsibility that information disclosed is truthful and accurate, and must ensure the confidentiality required by the circumstances for any information acquired, in any form, as a consequence of their relationship with the Group, in accordance to the applicable laws and contractual provisions. Supplier must guarantee the security of the information according to its importance identifying the most appropriate securities measures.

Suppliers must respect the intellectual property right of the Group and any third parties, such as trademarks, patents, know-how, models, logos, domain names, trade name etc. and must report any violations (effective or potentially).

3. REPORTING CHANNEL

Stevanato Group promotes and considers fundamental values, in carrying out its activities, the principles set out in the Code and encourages third parties (suppliers, employees and any other third party) to report any violation, even potential, of the Code, laws in force as well as Group policies using the following report channel:

- in written form, with a voice messaging system through the protected IT platform *Integrityline*, available online on the website www.stevanatogroup.com/en/about/whistleblowing

The reports will be managed according to the methods and timing set out in the Whistleblowing Policy.

As established in such Policy, in the event of a report, Stevanato Group will not tolerate against Whistleblowers - who has reported in good faith corporate facts of alleged violation of this Policy - Facilitators, Related Persons, Reported Persons, or anyone who has cooperated in the investigation to establish the validity of the Report (including their respective Related Persons), any form of threat, retaliation or discrimination, either attempted or actual.

4. MONITORING AND VIOLATION OF CODE

Supplier must periodically verify they, and their entire supply chain, comply with the Code's requirements and promptly drawing up corrective action in the event of non-compliance.

The Group reserves the right to initiate a process of verification of Suppliers compliance with the Code whenever it deems it appropriate by requesting documents or carrying out on-site audits, directly and/or through third parties.

Failure to comply with the principles of the Code may result in Group interruption of its relationship with the Suppliers depending on circumstances and severity of violation. Violation will be analysed on a case-by-case basis.

ACCEPTANCE

The Undersigned Company _____

Hereby declares to:

- Have acknowledged the content of the Stevanato Group Supplier Code Of Conduct and accept the same;
- Commit to complying with, also on behalf of the shareholders, directors, employees and collaborators of declaring Company involved in relationship with Stevanato Group, the Stevanato Group Supplier Code Of Conduct;
- Commit to obtain from the subcontractors used in its relationship with Stevanato Group of their full sharing and acceptance of the Stevanato Group Supplier Code Of Conduct;
- Commit to promoting the compliance with the Stevanato Group Supplier Code Of Conduct throughout its supply chain involved;
- Guarantee that STEVANATO GROUP or a third party appointed by STEVANATO GROUP may conduct verification of compliance with the Code whenever it deems it appropriate by requesting documents or carrying out on-site audits, directly and/or through third parties;
- To the best of your knowledge, that there is no Conflict of Interest on the part of our Company or our employees (means collectively individuals connected to the Supplier including, without limitation, directors, partners, shareholders, officers, employees) that could influence or impair, or appear to influence or impair, our ability to act or take decisions in the exclusive interest of STEVANATO GROUP, and no Company employee is taking personal advantage of business opportunities of the same.

This document must be signed by an authorized representative of the company and returned to STEVANATO GROUP within 20 working days of receipt.

Please return to your well-established Procurement contact of SG in electronic format.

Place: _____ Date: _____

The Company _____

Signed in acceptance:

The Supplier _____