



# CODE OF ETHICS



## Contents

1. Introduction to the Code of Ethics

2. Code of Ethics' Values

3. Relationship with the stakeholders

*Valuing Our People*

*Dealing with Business Partners*

*Protecting the Workplace and the Environment*

*Safeguarding Company Information and Assets*

*Customers*

*Suppliers*

*Public authorities and governmental bodies*

*Universities and other Research Organizations*

*Industrial Associations and Round Table of Industrialists*

*Trade Unions and Political Parties*

*Local communities*

*Media*

4. Compliance with Laws

5. Corporate governance and internal control system, Audit activities

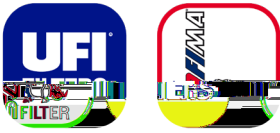
6. Implementation of the Code of Ethics



# UFI FILTERS Group Code of Ethics

## 1. Introduction to the Code of Ethics

*Employees*



## 2. Code of Ethics' Values

Innovation

Passion

Excellence

Integrity

Accountability

Diversity

*: being one step ahead*

*: being driven by passion and heart*

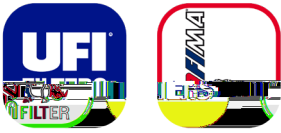
*: delivering superior results, so that we are always chosen by the best*



*: operating in adherence to moral and ethical principles*

*: being answerable for our actions and the actions of our teams*

*: appreciating and valuing our differences*



### 3. Relationship with the stakeholders

*Employees*

*Respect of individuals*

*Equal opportunities*



*Hiring*

*Working conditions and safeguard of Human Rights*



*Personnel's behavior*

*Conflict of interest*

*Outside Activities*

*Anti-Bribery and Gifts*

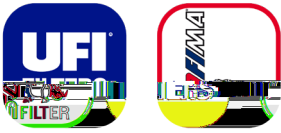




*Ensuring Health and Safety*

- 
- 
- 

*Protecting the Environment*



*Intellectual Property Rights*

*Use of IT equipment, internet and e-mails*

*Information Security and data protection*

*Accountability and accounting principles*







4. Compliance with Laws



5. Corporate governance and internal control system, Audit activities

-

-

-

-

-

-

-

-

-

-

-

-

-





6. Implementation of the Code of Ethics





---