

Tesio Cooling Systems S.p.A. respects the Human Rights of its Employees and local Communities and is committed to promoting these principles with its Suppliers by identifying and managing environmental, social and economic impacts within the supply chain and committing to purchasing sustainable, ethical and responsible materials, goods and services.

Specifically, Tesio Cooling Systems S.p.A. seeks to:

- avoid the sourcing of conflict minerals, where applicable;
- include sustainability criteria in the supplier and contractor evaluation process;
- apply environmental and safety legislation, including international obligations regarding climate change and sustainable development, such as reducing CO₂ emissions;
- promote awareness among supply chain partners and encourage them to adopt sustainable practices;
- use products that have minimal impact on the local and global environment, including optimizing the number and location of deliveries.

Core Principles

Tesio Cooling Systems S.p.A. is committed to ensuring that its supply chain meets the highest ethical, social, and environmental standards, in line with the principles of the UN Global Compact and the ILO Conventions.

These principles include:

- **Human Rights and Labor:** prohibition of child and forced labor, fight against modern slavery, freedom of association and collective bargaining, non-discrimination, protection of the rights of women, minorities, and indigenous peoples.
- **Working Conditions:** health and safety, data protection, information transparency, fair wages and benefits, compliant working hours, ethical recruitment practices, promotion of diversity, equity, and inclusion.
- **Integrity and Legality:** fight against corruption and money laundering, financial responsibility (accurate records), fair competition, management of conflicts of interest, prevention of counterfeit parts, protection of intellectual property, compliance with export controls and economic sanctions.
- **Protection and Reporting:** protection of whistleblowers from retaliation.

Environmental Commitments

- Reduction of GHG emissions, energy efficiency, use of renewable energy, and decarbonization.
- Responsible management of water, air, soil, and chemicals; noise reduction.
- Conservation of biodiversity, protection of forests, and prevention of deforestation; respect for land, forest, and water rights.
- Promotion of the circular economy: waste reduction, reuse, and recycling.
- Animal welfare.

Supply Chain Responsibility

- Application of equivalent standards to first-tier suppliers and obligation to pass them on throughout the supply chain.
- Continuous monitoring and audits to ensure compliance.
- Preference for suppliers with certified ethical and sustainable practices.

Tesio Cooling Systems S.p.A. will regularly monitor the implementation of its responsible and sustainable procurement commitments.

This Policy complements the other Policies and Guidelines adopted by Tesio Cooling Systems S.p.A. and is published on the company website www.tesiocs.com for dissemination to all Stakeholders.

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