

# CODE OF CONDUCT FOR SUPPLIERS

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## INTRODUCTION

OUTSET S.R.L. SB, hereinafter OUTSET, has decided to adopt this Code of Conduct for its Suppliers – SCC- to provide precise Behavior Guidelines that allow the promotion of a corporate culture characterized by the values of Integrity and Responsibility, typical of the corporate mission and vision:

### -MISSION

*"We believe in the value of constant and continuous contact with our customers. The drivers of the vehicles who install our product become our partners, they are allies of our product and become spokespersons for satisfaction and its usefulness.*

*This pushes us every day to always listen to their opinion and advice to create new solutions and new technologies, to pursue together the goal of continuous improving their work, their safety and their productivity".*

### -VISION

*"Our company is a pioneer of a new product never existed on the market before, so we want to be able to maintain this leadership position in the future.*

*This necessarily leads us to anticipate the times, the demands of the market with innovative ideas and projects to continuously be a "beacon" in the sector of on-board weighing and tire pressure control".*

OUTSET offers tested products, capable of improving the business of its customers, maximizing the advantages that precise and efficient weighing in the loading phase entails: rationalization of times, reduction of operating costs, safe journeys, in compliance with regulations in force in the field of road transport with the elimination of the risks of administrative and criminal sanctions.

Thanks to its thirty years of experience, OUTSET is able to offer a wide range of technologically advanced tools, used for the optimization of loads on industrial vehicles and on earthmoving and logistics vehicles.

OUTSET has adopted its own Code of Ethics available at the link [https://outset.it/wp-content/uploads/2026/04/code-of-ethics\\_Bcorp2026-ENG\\_rev-23022026.pdf](https://outset.it/wp-content/uploads/2026/04/code-of-ethics_Bcorp2026-ENG_rev-23022026.pdf).

This Supplier Code of Conduct ("CCF") is an integral and substantial part of the Code of Ethics.

As stated in the Code of Ethics, OUTSET considers the Suppliers as real Partners with whom to create a successful collaborative "supply chain": OUTSET selects flexible, qualitative Suppliers, attentive to service, continuity and ethics, in compliance with the principles of the Code Ethics and the SCC.

This document contains some specific and additional principles with respect to those contained in the Code of Ethics, which the Company believes it wishes to highlight in the management of the supply relationship, specifically and, in particular, aspects that are aimed at highlighting, according to the direct "Voice" of OUTSET:

- "our commitment",
- "our expectations".

## Our commitment

We believe that the way we work is no less important than the results we get: in no case should the achievement of company goals prevail over legal or ethical standards. For this reason all our counterparts can always expect from us:

- maximum respect for people, nature and the environment;
- commitment to act always to the best of our knowledge;
- willingness to learn, listen and collaborate;
- moral rectitude and integrity;
- transparency and impartiality.

## Our expectations

The principles and provisions of the SCC, which integrate what has already been indicated in the Code of Ethics, represent the guidelines to which we stick and we ask all our Suppliers and their collaborators, subcontractors and other parties who work on their behalf, to stick to them when work with us. By accepting the SCC, Suppliers undertake to behave in a consistent manner with the values and principles outlined in this document.

Suppliers are required to apply the same principles and act in compliance with them in all their business relationships and to constantly improve their sustainability performance by applying appropriate conduct.

We are aware that many suppliers operate in various legal and cultural areas and that the implementation of some provisions of the SCC could be difficult. Therefore, the fulfillment of the provisions of this SCC must be assessed taking into consideration national and international laws and locally applicable regulations.

In any case, OUTSET expects the Suppliers to inform it promptly and undertake even when compliance with the provisions of the CCF is, for these reasons, only partially respected.

## ARTICLE 1. PASSION FOR EXCELLENCE

### *1.1 Safety and compliance of products and services*

The goods and services offered by Suppliers must comply, in terms of quality and safety, with national and international laws and standards, meet - or exceed - industrial quality and safety standards and adhere to any quality and safety standards required by OUTSET.

We expect Suppliers to stick strictly to any specifications we may provide and to promptly seek assistance if in doubt. Quality standards are difficult to meet if the origin of the raw materials or their processing conditions are uncertain. For this reason, we ask Suppliers to carefully select raw materials, components, semi-finished products and, upon request, to provide information on the supply chain.

### *1.2 Continuous improvement*

We prioritize Suppliers who can demonstrate their compliance with the provisions of this SCC and those seriously committed to improving their performance.

## ARTICLE 2. ETHICS

### *2.1 Conflict of Interest*

In order to build solid business relationships, Suppliers must avoid all behaviors that could preclude trust. According to this principle, OUTSET must be promptly informed of the presence of a conflict of interest or of situations that present a potential conflict of interest. During the period of employment with OUTSET, Suppliers must never try to take advantage of their personal relationship with OUTSET employees.

### *2.2 Confidentiality, protection and confidentiality*

All information relating to the activity and regarding OUTSET and its customers must be considered strictly confidential and the Suppliers must allow access to such information only to workers directly involved in the project. Suppliers must never communicate any confidential information about OUTSET or its customers to third parties, unless they are explicitly authorized by OUTSET or the competent authorities. This may also be established in the non-disclosure agreement that OUTSET may ask the Suppliers to sign before signing the contract or even subsequently.

### *2.3 Corruption*

The Supplier shall not give, offer or promise direct or indirect payment, in monetary form or in any other form in an attempt to obtain or keep the job or for any other benefit, thus obtaining an improper advantage over other potential Suppliers. Suppliers should never seek to influence OUTSET employees by providing inappropriate gifts or entertainment.

### *2.4 Economic responsibility*

Suppliers must comply with all applicable national and international laws on accounting, taxation and transparency and must refrain from any form of tax evasion, avoidance, money laundering or other similar illicit behavior.

## ARTICLE 3. SENSE OF GRATITUDE

### *3.1 Corporate citizenship and support for local communities*

OUTSET expects its Suppliers to promote lasting partnerships with the communities with which they operate, actively addressing the social and environmental challenges they are called to face.

We ask Suppliers to proactively share OUTSET values throughout the supply chain, promoting the principles illustrated in this CCF with all their Suppliers and subcontractors and verifying their implementation.

We ask Suppliers to support local production communities as much as possible by promoting their inclusive development, to provide adequate economic conditions that contribute to the improvement of living and working conditions and to increase their productivity, as well as the social and environmental sustainability of production.

### *3.2 Conducting business with respect for local communities*

Suppliers must prevent, assess and adequately address the impact of their operations related to the health and safety of surrounding communities, while respecting their rights and cultural heritage. Suppliers should do whatever it takes to use goods and services locally whenever possible.

## ARTICLE 4. LABOR AND HUMAN RIGHTS

OUTSET is inspired by the values expressed in the Declaration of Human Rights and in the Main Conventions of the International Labor Organization. Suppliers must always act in such a way as to stick to these conventions and protect and promote human rights in all their collaborations, considering the counterparties as professionals and above all as human beings.

OUTSET is inspired by the 17 SDGs of the UN 2030 Agenda, the Ten principles of the UN Global Compact which derives from the Universal Declaration of Human Rights, the ILO Principles and fundamental rights at work, the Rio Declaration on the environment and development, by the United Nations Convention Against Corruption and emphasizes, in particular, the importance of principles 1 and 2 in reference to Human Rights. Suppliers must be inspired by similar principles in their operations.

### *4.1 Contracts for workers*

Suppliers must establish recognized employment relationships with their workers according to their national laws and good practices. Furthermore, Suppliers must not do anything that prevents their workers from benefiting from their legal and contractual rights.

### *4.2 Health and Safety*

OUTSET expects Suppliers to act in compliance with current national and international standards and regulations on safety and health in the workplace.

Workers must be able to report accidents at work to their superiors without fear of negative consequences or retaliation.

The construction and maintenance of the work facilities must be in compliance with the standards, regulations and laws in force. Suppliers must adopt adequate safety measures with respect to risks, guaranteeing a healthy and safe working environment.

### *4.3 Non-Discrimination*

Suppliers must not discriminate in hiring and employment practices for reasons of gender, race, color, religion, sexual orientation, age, disability, political opinion, nationality, social or ethnic origin or membership of trade unions. Suppliers must treat their employees and workers with fairness, respect and dignity, guaranteeing equal opportunities for all. Therefore, workers should not be subjected to sexual, physical, psychological, harassment or threats of any kind in the workplace.

### *4.4 Prevention of forced labor*

OUTSET requires Suppliers not to use or take advantage of forms of forced or compulsory labor, involuntary prison labor, slavery or human trafficking. Workers may not be forced to file their documents, or hand over cash deposits or bail bonds.

Likewise, workers are free to withdraw from the employment contract, in line with national law, without fear of retaliation or punishment.

### *4.5 Child Labor*

According to the International Labor Organization, child labor refers to any activity harmful to the growth of minors, which compromises their health or prevents them from attending compulsory school.

OUTSET is against any form of exploitation of child labor and firmly believes that making sure that this practice is permanently abolished is in the best interests of minors. We know that the primary cause of child exploitation is poverty, therefore, we require Suppliers to engage effectively in the development and participation in policies and programs that help reduce poverty in the best interests of every child and for the effective abolition of any illegal form of child labor.

Suppliers may not hire workers below the minimum age for admission to work, as stipulated by the fundamental Conventions of the Declaration of the International Labor Organization and in compliance with the local, social and legal work context in the event that it prescribes a higher minimum age.

If local laws allow the employment of young workers, Suppliers must protect young people with the minimum age to access work, up to 18 years of age, ensuring that they are treated in accordance with the law; this includes measures to avoid dangerous situations and night work which could compromise their health, safety or moral integrity.

#### ***4.6 Working hours***

Suppliers must act in compliance with national and international labor regulations and industry standards with regard to working hours.

#### ***4.7 Remuneration and benefits***

Suppliers must comply with current regulations and collective bargaining agreements concerning wages and benefits.

In addition to the above, Suppliers must ensure that their workers receive decent, regular and adequate wages.

#### ***4.8 Privacy***

Suppliers must act in compliance with the applicable rules on the protection of their workers' personal data.

#### ***4.9 Freedom of association***

Suppliers must recognize workers the right to take part in workers' organizations and collective bargaining (if any) in the event that workers choose to join them.

Similarly, Suppliers must encourage open communication regarding working conditions without the workers fearing forms of harassment, intimidation or reprisals.

Suppliers must recognize freedom of expression for all workers.

## **ARTICLE 5. ENVIRONMENT**

### ***5.1 Compliance with environmental standards***

OUTSET is committed to respecting the environment along the entire production chain and expects the same from its Suppliers. In fact, they must comply with current environmental regulations and requirements which may include, among others: obtaining and maintaining environmental authorizations and approvals for carrying out regulated activities; the management and disposal of hazardous materials; emissions of contaminants that impact air, water and soil; the protection of natural resources and fauna; the prohibition or restriction of the use of specific substances; recycling of materials and respect for environmental rights.

### ***5.2 Environmental impact and dangerous substances***

OUTSET encourages Suppliers to collaborate in calculating the environmental impact of the entire production chain in order to minimize the negative effects and to work together with OUTSET and local communities to further reduce the level of environmental impact of products.

The use of dangerous substances by Suppliers must comply with the requirements imposed by law, in particular, they must prohibit the use of substances which are subject to national and international bans as they are harmful to people or the environment and in addition, implement appropriate measures for the management, storage and transport of hazardous substances.

### *5.3 Promotion of eco-friendly innovation*

OUTSET expects from its Suppliers the creation of production processes that aim to reduce the waste of natural resources (with particular attention to the conservation of water and energy resources) and that promote their recycling and reuse. Therefore, OUTSET strongly recommends a proactive approach towards innovative solutions and technologies that are aimed at continuously offering improved products and services with less environmental impact.

### *5.4 Protection of resources and climate protection*

All activities that are potentially harmful to human health or the environment will be adequately managed, measured and controlled before the release of any substance into the environment.

OUTSET expects Suppliers to commit to the development and use of climate-friendly products and processes that reduce energy consumption.

### *5.5 Bio-diversity*

OUTSET aims to contribute positively to the support of sustainable and resilient ecosystems and communities, through the protection of biodiversity, especially with regard to land protection, reforestation and land use management.

Whenever possible, Suppliers must make a positive contribution to biodiversity in relation to the products and services they offer.

## **ARTICLE 6. TRANSPARENCY**

### *6.1. Communication*

Suppliers must immediately inform OUTSET of any breach of the SCC and the related corrective measures planned in this regard. OUTSET however encourages Suppliers and business partners to communicate any measures taken to improve their business practices in order to achieve (or increase) compliance with the provisions of the SCC.

Suppliers must never conceal any critical issues or appeal to ignorance to justify areas of non-compliance.

### *6.2. Verify*

OUTSET reserves the right to verify, in agreement with the Supplier, compliance with the SCC.

OUTSET requires the collaboration of its Suppliers during the verification activities and expects the Suppliers to promptly address any shortcomings towards the SCC through targeted corrective measures and measures.

### *6.3 Non-compliance (reference to the Code of Ethics)*

For non-compliance and violations of the SCC, please refer to the relevant provisions of the Code of Ethics.

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Code of Ethics available on the website [https://outset.it/wp-content/uploads/2026/04/code-of-ethics\\_Bcorp2026-ENG\\_rev-23022026.pdf](https://outset.it/wp-content/uploads/2026/04/code-of-ethics_Bcorp2026-ENG_rev-23022026.pdf)