

SPEA commits to guarantee and promote the highest standards of ethical conduct, throughout all company activities and relationships with Personnel, Customers, Suppliers and all stakeholders.

It undertakes to operate in full compliance with all applicable laws and regulations, expecting the same commitment of employees and suppliers.

SPEA furthermore expects its Worldwide locations and its supply chain to apply policy principles.

In particular, it undertakes to:

1. Operate with integrity in its business activities
2. Avoid improper advantages
3. Disclose information transparently and clearly
4. Respect intellectual property rights
5. Develop standards of fair business, advertising and competition
6. Protect the identity and prevent retaliation
7. Source minerals responsibly

Volpiano, 03.12.2021

The President
Luciano BONARIA