

Code of Ethics

1. Mission and Values

Necto Group operates in the industrial sector by developing reliable, innovative and sustainable solutions, with a quality-oriented approach, responsibility and continuous improvement.

The company activity is based on principles that guide daily customer relations, Employees, suppliers, partners and stakeholders:

- quality and reliability of products, processes and services;
- technological innovation and continuous development of skills;
- centrality of people and enhancement of human capital;
- social responsibility and environmental sustainability;
- integrity, transparency and professional fairness;
- compliance with current regulations and market rules;
- customer orientation and attention to the supply chain.

Attention is paid to people, considered an essential element for growth and development of the organization, as well as the construction of relationships based on correctness, trust and collaboration throughout the supply chain.

Sustainability is a strategic element for corporate growth and for the creation of value in the long run. The progressive integration of environmental, social and governance criteria (ESG) in decision-making and production processes reflect the will to promote development responsible, consistent with the industrial identity and the objectives of the organization's evolution.

Quality, innovation and sustainability are guiding principles in the development of activities corporate, in supply chain management and in relations with the national market and international.

2. Scope of Application

This Code of Ethics defines the principles and rules of conduct that everyone must abide by entities operating with Necto Group or acting in the interest of the organization, including administrators, employees, collaborators, consultants, suppliers, business partners and all those who have professional relationships with the company.

Compliance with the principles contained in this Code forms an integral part of the responsibilities professional and is an essential element in internal and external relations. All recipients are called upon to contribute to the dissemination of a corporate culture based on integrity, accountability, transparency and sustainability, promoting behaviors consistent with the values and ethical standards adopted.

Attention is also paid to the production chain and to relations with stakeholders and business partners, encouraging the sharing of principles oriented to fairness, quality and social and environmental responsibility.

3. Legality and Integrity

Necto Group operates in full compliance with applicable national and international laws, sector regulations, internal regulations and principles of professional correctness. Respect for legality is a fundamental element for the protection of reputation, of company reliability and credibility, as well as being an essential principle in the carrying out operational and commercial activities.

Conduct contrary to the principles of integrity and transparency, including incidents of corruption, fraud, abuse of power, improper favoritism, unfair competition or business practices incorrect and not transparent.

Every professional relationship must be managed according to principles of correctness, impartiality, responsibility and good faith, promoting behaviors consistent with company values and with ethical standards adopted.

The organization fosters a culture oriented towards ethics, individual responsibility and prevention of behaviors that do not comply with the principles contained in this Code of Ethics.

4. People and Work Environment

People are an essential element for Necto Group growth, soundness and development Group. For this reason, particular attention is paid to the creation of an environment of inclusive work, safe and respectful of individual dignity, capable of enhancing skills, professionalism and personal contributions.

The organization promotes equal opportunities, professional growth, continuing education and collaboration, fostering relationships based on mutual respect, responsibility and sharing of business objectives.

Discrimination related to gender, age, nationality, religion, guidance is not tolerated personal, physical or social conditions, personal or political opinions, as well as any form of harassment, intimidation or offensive behavior incompatible with company values.

The development of technical and professional skills is considered a strategic factor for the continuous improvement of activities and for the strengthening of business competitiveness over time.

5. Health and Safety

Protection of people's health, safety and well-being is a priority fundamental for Necto Group and is an integral part of the company culture and processes organizational.

The focus on risk prevention and the protection of people drives daily operational activities, with the aim of ensuring safe, healthy and compliant work environments regulations in force. Attention is paid to:

- dissemination of responsible and conscious behaviors;
- promotion of the culture of safety at work;
- continuing training and professional updating activities;
- adoption of appropriate preventive procedures and control measures;
- continuous improvement of business processes in health and safety.

All employees are required to comply with company procedures, use them correctly. protective tools and equipment and actively contribute to risk prevention and safety of the working environment.

6. Environment and Sustainability

Necto Group operates with attention to the environmental impacts of its activities and promotes a responsible and resource efficient management, in the awareness that sustainability and development Industrial is closely related.

The progressive integration of criteria environmental, social and governance (ESG) in production and organizational processes reflects the desire to promote sustainable development consistent with company values and growth objectives of the organization. In particular, the company's commitment is oriented to:

- reduce waste and optimize the use of resources;
- promote energy efficiency;
- monitor and reduce the environmental impacts of production activities;

- promote the continuous improvement of environmental performance;
- raise awareness among employees, suppliers and partners on ESG issues;
- promote responsible behaviors along the supply chain.

Sustainability is a strategic element for long-term value creation and for the consolidation of transparent, responsible and lasting relationships with customers, partners and stakeholder.

7. Quality and Innovation

Quality is a strategic value for Necto Group and is a central element in the development of business activities, production processes and relationships with customers and partners.

The organization promotes a culture oriented towards continuous improvement, innovation technological and process reliability, with the aim of guaranteeing high-quality standards, operational efficiency and solutions in line with market needs.

In line with its Quality Policy, special attention is paid to customer orientation, to the safety and reliability of products and services, to the enhancement technical and industrial know-how and the constant development of skills, technologies and processes company. Innovation is a distinctive element of corporate identity and contributes the development of efficient, sustainable and market-oriented industrial solutions and of the production chain.

8. Relationships with Customers and the Market

Necto Group develops relationships with customers and stakeholders based on correctness, reliability, transparency and professionalism, recognizing the value of trust as an essential element for the Building solid and lasting relationships.

Commercial activities are carried out in compliance with the principles of free competition, fairness

negotiation and professional responsibility, promoting ethical behaviors and consistent with values

company. Attention is paid to the clarity of communications and respect for commitments made, through the dissemination of accurate, truthful and understandable information.

Conduct or practices that may be misleading, incorrect or such are not permitted to compromise the trust of customers or the market.

9. Relationships with Suppliers and Partners

Necto Group recognizes the strategic value of collaboration with suppliers and partners commercial, promoting relationships based on reliability, fairness and transparency.

The choice of partners is made through objective criteria related to quality, competence professional, operational reliability and compliance with applicable regulations, with increasing Attention to environmental and social aspects.

The organization fosters relationships based on mutual trust, to the continuity and sharing of standards consistent with the principles of the present Code of Ethics, encouraging responsible behavior throughout the supply chain.

Conduct or practices that may be misleading, incorrect or such are not permitted to compromise the trust of suppliers and partners.

10. Confidentiality and Data Protection

Business, technical, commercial and strategic information represents a heritage of value for Necto Group and must be treated with the utmost confidentiality and responsibility.

All recipients of this Code are required to:

- protect confidential information and company know-how;
- properly use business tools and systems;
- avoid unauthorized disclosures;
- comply with current regulations on privacy and protection of personal data.

The information acquired in the performance of work activities may be used exclusively for professional purposes and in compliance with company authorizations. Attention is paid to the correct and secure management of data, through adoption organizational and technical measures aimed at the protection of information and the protection of the confidentiality.

11. Use of Corporate Goods

The assets, resources and business tools must be used with responsibility, fairness and diligence, exclusively for purposes related to professional activities and in compliance with internal procedures adopted by the organization. Attention is paid to the protection of the tangible and intangible assets of the company, including IT tools, systems technology, data and confidential information, to ensure its safe, appropriate and consistent with the interests of the organization.

Each behavior must contribute to the maintenance of high standards of efficiency, reliability and security, avoiding misuse, unauthorized or potentially harmful use for the company activity.

12. Conflict of Interest

All recipients of this Code are required to act in the interest of the organization, avoiding situations, behaviors or activities that may compromise impartiality, fairness and transparency in professional decisions.

Operational and commercial choices must be taken responsibly and independently, avoiding conditions in which personal or external interests may affect business activities or interfering with the goals of the organization. Any situations potentially attributable to a conflict of interest must be communicated promptly to the company representatives competent, to ensure correct and transparent management.

13. Communication and Corporate Reputation

Necto Group protects its reputation through behaviors consistent with company values and promotes correct, transparent and responsible communication.

Outward communication must be:

- truthful and accurate;
- clear and understandable;
- consistent with business principles;
- managed exclusively by authorized functions.

The dissemination of false, misleading or potentially harmful information is not permitted of image, reputation or company reliability.

Corporate reputation represents a strategic heritage built over time through ethical behaviors, professionalism and relationships based on trust, fairness and responsibility.

14. Implementation of the Code of Ethics

Necto Group promotes the dissemination of this Code of Ethics to employees, collaborators, suppliers, partners and stakeholders, encouraging their respect and concrete application in activities daily.

The organization facilitates the reporting of any behavior that does not comply with the principles of this Code, ensuring confidentiality, correctness and protection of the people involved. Failure to comply with the provisions of the Code of Ethics may result in the adoption of measures consistent with current regulations, company regulations and relations applicable contracts. This document also provides a reference for the principles of behavior adopted in the context of organizational and corporate control systems, including in consistency with the provisions of D.Lgs. 231/2001.

15. Final Provisions

This Code of Ethics is a fundamental reference for responsible development, sustainable and transparent by Necto Group. Through the principles contained in this document, the organization confirms its commitment to quality, innovation, sustainability, integrity and enhancement of people, promoting a business model oriented to growth, responsibility and continuous improvement.

Compliance with ethical principles is an essential element in consolidating the trust of stakeholders, strengthen the company's reputation and support over time the growth and reliability of Necto Group in the national and international market.

DECLARATION OF VIEWING AND ACCEPTANCE

I declare that I have read, to know and accept the contents of the “Code of Conduct Ethics” reserved for suppliers, to engage in the performance of contractual obligations and to be aware, in case of violation of the “Ethical Code of Conduct”, it will be the right of the writer to terminate, with immediate effect, the contractual relationships in place by simple written communication to be sent by A.R / PEC, except in any case, the compensation of any damage suffered and pathopy.