

Code of Ethics | S·CAB Giardino S.p.A.

Foreword

Founded in Coccaglio in 1957, S·CAB Giardino is a **leading Italian company** in the furniture sector, always committed to creating high-quality, innovative and sustainable products. We believe that beauty lies not only in the finished product, but also in the values that guide every one of our actions: **ethics, respect, transparency and responsibility**.

This Code of Ethics defines the **core principles** that S·CAB and its collaborators must adhere to in carrying out business operations, ensuring that all behaviour is based on **fairness, loyalty, integrity and respect** for all stakeholders.

1. General Principles

1.1 Scope of application

The Code applies to:

- All **employees** of S·CAB (including managers and fixed-term/permanent collaborators).
- **Directors and members of corporate bodies**.
- **Suppliers, consultants, agents, business partners** and any party collaborating with S·CAB on a regular or temporary basis.

1.2 Core values

Our products are the result of a conscious process that aims to consider the **environment, the interests of all our stakeholders, our heritage and our community**, with a view to protecting the company's image.

Our purpose is reflected in our principles and in the way each of us carries out our daily work tasks.

- **Integrity and Legality:** All activities performed by the company and its representatives must be based on honesty and good faith and must be conducted in full compliance with applicable laws, regulations, ethical principles and all other relevant regulatory requirements. Relations with public authorities and public officials must be managed with the utmost diligence and cooperation.
- **Transparency:** Internal and external communications must be clear, truthful and accessible. All those who work for S·CAB undertake to provide truthful, relevant and accurate information to stakeholders, while nonetheless safeguarding corporate confidentiality. Transparency is the foundation of our daily activities and shapes the way we interact with public authorities, customers, suppliers, competitors and other stakeholders.

- **Respect for people:** S·CAB promotes an inclusive work environment that values diversity, protects personal dignity and opposes all forms of discrimination.
- **Corporate and Environmental Responsibility:** S·CAB is committed to protecting the environment, ensuring worker safety and promoting sustainable practices throughout the supply chain. Several of our products are FSC and Remade in Italy certified, ensuring the integrity and continuity of the chain of custody. The company is currently implementing an Integrated Quality and Environmental Management System to ensure compliance with applicable regulations and support sustainability.
- **Responsible design:** The aesthetics of our products go hand in hand with the ethics of our actions.
- **Protection of intellectual property:** S·CAB is committed to ensuring full respect for third-party industrial and intellectual property rights in conducting its business operations and developing its own products.

2. Business Conduct

2.1 Relations with customers

We deliver high-quality products and services while upholding transparency and integrity in both our communications and the management of business relationships.

S·CAB's commercial policies aim to ensure the **highest quality standards** of the products and services offered.

To this end, all S·CAB personnel are required to:

- strictly adhere to company guidelines regarding the **management of relationships** with customers and consumers;
- operate **efficiently, professionally and courteously**, ensuring, within the limits of contractual provisions, the delivery of products and services of a high-quality standard, meeting customers' legitimate expectations and needs;
- ensure the **transparency and integrity of information**, providing complete, clear, accurate and truthful communications regarding the products and services offered.

2.2 Relations with suppliers

Suppliers are selected based on criteria of **transparency, quality, corporate and environmental responsibility**. S·CAB is committed to choosing suppliers with whom to build long-term relationships, grounded in the sharing of common values.

2.3 Relations with public authorities

Relations with public authorities must be conducted with transparency, fairness and full respect for the law. It is strictly forbidden to engage in any conduct that, even indirectly, may unduly influence the decisions of public officials, violating the principles of impartiality to which they are bound.

2.4 Gifts, hospitality and benefits

Gifts or benefits of significant value are not permitted. Modest gifts may be accepted only if they comply with local business customs and are not such as to compromise the integrity or independence of the parties involved.

S·CAB has chosen to contribute annually at the local level through financial support in place of corporate gifts or presents. Similarly, S·CAB encourages its suppliers not to send gifts to the company, but rather to support charitable initiatives instead.

2.5 Conflicts of interest

All collaborators must avoid any situation that could generate a conflict between personal interests and those of the company, promptly reporting any potential risks.

3. Information Management

3.1 Confidentiality

All confidential information must be safeguarded with the utmost care and may not be disclosed without proper authorisation.

3.2 Personal data protection

S·CAB is committed to processing personal data in accordance with the European GDPR, ensuring **security, confidentiality, fairness and integrity**.

4. Corporate and Environmental Management

4.1 Human Rights and Working Conditions

S·CAB firmly rejects all forms of child labour, forced or unlawful employment, and actively works to uphold human rights throughout the entire production chain.

4.2 Health and Safety

We ensure a safe and healthy working environment, promoting a culture of prevention and proactive safety.

4.3 Environmental protection

We adopt low environmental impact solutions and production processes, focused on waste reduction and material circularity.

5. Anti-Corruption

S·CAB adopts a zero-tolerance policy toward any form of corruption or unlawful conduct. It is strictly prohibited to promise, offer, give, solicit or accept, either directly or indirectly, any undue advantage.

6. Implementation, Monitoring and Sanctions

Compliance with this Code of Ethics is an essential condition for any collaboration with S·CAB. The Code comes into effect on the date indicated below and shall remain valid until a revised version is issued.

Verified breaches will result in disciplinary action, which may include termination of employment or contractual relationships.

Pursuant to Legislative Decree 24/2023, S·CAB has activated a platform for **whistleblowing** reports, accessible via the website <https://www.s-cab.it/>. This channel can also be used to report any violations of this Code of Ethics.

Management oversees the implementation of the Code, receives any reports of violations through the web platform or via email at direzione@s-cab.it, and promotes a culture of corporate ethics, also publishing this Code of Ethics on the web.

Place and date: Coccaglio, 28 March 2025

SCAB GIARDINO SPA