

partnership charter
2025

Viabizzuno

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vision

"we want to share our work, our ideas, our values, our craftsmanship, our innovation and our creativity with the world, while remaining true to the consistent, high-quality standards of "made in italy". "made in italy" is not just another expression or cliché. "made in italy" represents our country. it embodies italian ingenuity, characterised by talent and the ability to dream, and the capacity to adapt with determination and imagination. "made in italy" is a declaration that should represent us, but without becoming a symbol of isolation and self-referentiality. we must believe in "made in italy" by producing excellent italian products, standing by them with pride, and putting our reputation on the line to uphold them. it cannot be just a label: it is our brand, it is in our dna, and it makes us proud to be italian.

pride in our work must be the pride of our entire team, worldwide. we celebrate our team not just because we built it, but because it stands with us, supports us, and empowers us without overshadowing us. people driven by enthusiasm, not excess. each individual has a unique value and is an integral part of a symphony. building a team requires focusing on diverse and multifaceted skills. a designer is never just one thing: he or she can be a cook, a sportsman, a lecturer, an architect, a sculptor, a painter... certainly a dreamer with hands shaped by hard work."

mission

"progettare voce del verbo amare" (to design is to love). we are creating a culture of light and well-being through light.

Viabizzuno aims to establish business partnerships based on a high level of integrity and sustainability.

for this reason, Viabizzuno expects **its suppliers of goods and services, contractors** and any other **business partners**, such as **target companies, co-investors** in other business initiatives, beneficiaries of social initiatives, donations or sponsorships (each hereinafter referred to as a "partner"), to be effectively and demonstrably aligned with the principles expressed in this document (hereinafter referred to as the "partnership charter" or "charter"). this requirement applies not only to the partner itself and the activity it carries out directly, but also to its contractual relationships with third parties that are part of its value chain, including, as the case may be, sub-suppliers, sub-contractors, agents, representatives or other delegated third parties.

Viabizzuno's partnership charter is based on the adopted **code of ethics** and **sustainability policies**. these documents are referred to in their entirety herein. in fact, the code of ethics commits Viabizzuno to adopt this charter, which, in addition to the regulations in force, takes into account the values expressed in the code of ethics, the guidelines provided by the sustainability policies and, in general, all the aspects necessary to build relationships based on integrity and sustainability, such as human and labour rights, health and safety, environment, animal welfare, safety and quality of products and services, business integrity and protection of privacy and intellectual property.

in line with this commitment, the company requires, first and foremost, that its partners are fully aware of all the provisions set out in the code of ethics, sustainability policies, this charter, and any other documents made available on the company website in the "sustainability" section or by other means.

secondly, Viabizzuno reserves the right to legally oblige its most significant partners to respect the principles expressed in the code of ethics, sustainability policies and this charter. this will be achieved by including specific **clauses** in contracts that regulate the relationship with the partner, which provide for this obligation and remedies in the event of non-fulfilment. when deemed necessary, the contractual relationship may even be terminated early.

in any case, Viabizzuno does not intend to establish relationships with parties that do not operate in accordance with the current regulations or that have been found to violate the principles set out in the code of ethics and sustainability policies.

similarly, **the process of selecting suppliers of goods and services also requires adherence to the principles expressed herein**. partners are then assessed on their professionalism, as well as their business and operational structure. Viabizzuno also periodically requests that partners complete self-assessment questionnaires on their adherence to the principles set out in this charter. where relevant, these questionnaires also cover the next level in the relevant chain.

lastly, **Viabizzuno** reserves the right to take all appropriate actions to ascertain and verify whether its current or potential business partners meet the requirements set out in this charter. these actions may include carrying out checks, requesting documentary evidence, completing more detailed questionnaires and conducting site visits.

the **code of ethics** defines Viabizzuno's fundamental principles and rules of conduct. based on the vision, mission and values, they are a solid reference point for the sustainable success of the Italmobiliare Group, of which the company is a part, contributing to the creation of shared value in the long term. further guidance is provided by the policies adopted and periodically updated, in particular the sustainability policies.

the **sustainability policies** extend and complement the code of ethics adopted by Viabizzuno. the "guiding principles" are its foundation and are described in detail in six specific policies:

- health and safety
- diversity and inclusion
- environment and resources
- energy and climate
- rights and society
- quality and responsibility

human and labour rights

Viabizzuno expects its partners and third parties within their value chain to adhere effectively and demonstrably to the following principles, within their sphere of influence:

- rejecting all forms of slavery and human trafficking;
- rejecting all forms of forced labour and child labour;
- rejecting any behaviour constituting physical or psychological violence, coercion, harassment or bullying, or any behaviour related to such practices;
- rejecting any kind of sexual harassment, regardless of how it is carried out or of any legal definitions, considering any conduct or behaviour that may cause discomfort or fear in others to be unacceptable and prohibited;
- creating and maintaining labour relations characterised by fairness, equality, non-discrimination, consideration and respect for the dignity of the individual;
- promoting equal opportunities for every employee or job applicant, particularly with regard to gender;
- respecting workers' rights and trade union freedoms, particularly freedom of association and collective bargaining. this includes engaging in responsible and constructive dialogue with labour protection organisations to foster a climate of mutual respect, which is consistent with the principles of fairness, transparency, and participation;
- adopting selection and evaluation processes based on merit and competence, with feasible and attainable goals;
- ensuring decent working conditions in terms of working hours, physical and mental demands, and well-being and welfare;
- recognising fair treatment in relation to the role, commitment, and results achieved, and promoting fair redistribution of the value created.

health and safety

the company expects its partners and third parties within their value chain to adhere effectively and demonstrably to the following principles, within their sphere of influence:

- creating and maintaining a safe and healthy work environment and taking appropriate measures to prevent accidents and injuries by minimising hazards in the workplace;
- providing appropriate personal protective equipment to workers;
- providing adequate information and training on occupational health and safety;
- implementing procedures and systems to manage and report occupational injuries and illnesses, investigate cases, and implement corrective actions to eliminate their causes;
- ensuring the availability of first-aid facilities and access to necessary medical care in the event of an accident;
- providing, for all staff, toilets, changing rooms and other basic facilities, as well as drinking water, rest areas, refreshment areas and healthcare facilities (including food storage facilities), if necessary.

environment

Viabizzuno expects its partners and third parties within their value chain to adhere effectively and demonstrably to the following principles, within their sphere of influence:

- taking action to combat climate change by aligning decarbonisation initiatives with the science-based targets initiative and climate justice principles;
- ensuring commitment to non-deforestation, conservation of biodiversity, and protection of non-renewable resources;
- promoting the elimination of minerals and metals from conflict zones when purchasing goods;
- promoting a proactive transition to a regenerative, animal-friendly, low-carbon economy that creates social value;
- promoting the responsible use of natural resources and water security, as well as reducing consumption;
- taking measures to minimise, mitigate and compensate for the environmental and ecological footprint of their activities;
- taking measures to prevent possible environmental harm by implementing risk prevention programmes, continuously improving technologies and management and control practices, and going beyond the requirements and parameters dictated by current legislation;
- implementing the highest environmental performance standards in production processes and services, taking an innovative approach to achieving sustainable solutions and promoting responsible lifestyles and consumption.

integrity, compliance and transparency

Viabizzuno expects its partners and third parties within their value chain to adhere effectively and demonstrably to the following principles, within their sphere of influence:

- complying with all applicable local, national and international laws, regulations, technical standards and licensing requirements;
- adopting anti-competitive, fair trade, marketing, intellectual property protection and privacy measures;
- defining specific actions to combat corruption, embezzlement, extortion, money laundering, organised crime, transnational organised crime, and any other illegal conduct;
- providing information on their activities, corporate structure, financial and non-financial performance to the public, where required and in accordance with applicable laws and regulations;
- ensuring transparency towards stakeholders, particularly the local community and the area where the activity is carried out;
- guaranteeing non-disclosure of confidential or sensitive information relating to their activities to third parties.

Viabizzuno's partnership charter is based on the adopted **code of ethics** and **sustainability policies**. these documents are referred to in their entirety herein. the company requires its business partners to be fully aware of all the provisions set out therein, and in any other governance documents made available on the company website or by other means.