



MFB Bonomi
WATER CONTROL

CODE OF ETHICS

MBF Bonomi S.r.l.

REVISION LIST

REV.	DATE	REASON OF MODIFICATION	APPROVAL
01	31/01/2023	Adoption	Board of directors

1. PREAMBLE

About us

MFB Bonomi S.r.l. is a company based in Lumezzane (BS) specialized in the processing of brass and other metals components for the water, oil and gas and HVAC-R sectors. The main objective of MFB is the customer satisfaction thanks to an extreme specialization in the field of machining of molded and cast components : over the years, a strategic choice has been made to focus on a single production sector, allowing MFB to grow both in terms of quality standards and number of components produced and sold.

Recipients and structure of the code of ethics

This Code of Ethics expresses the ethical responsibilities of MFB Bonomi in the context of the activities carried out towards customers, internal activities and in relations with all subjects who come into contact with the company.

The Code of Ethics is a set of principles and rules of conduct to be considered binding for its recipients, regulating the operation, management and image of the company.

The Code is approved by the Board of Directors and is brought to the attention of all interested parties inside and outside the Company, can be consulted electronically on the company website: <https://www.mfbbonomi.com/>

The code of ethics is part of a control and management system which also includes the following certification systems:

- UNI EN ISO 9001:2015 - Quality management system
- UNI EN ISO 14001:2015 - Environmental management system

The Code of Ethics is structured as follows:

- Principles and reference values
- relations with stakeholders
- Implementing rules

2. PRINCIPLES AND REFERENCE VALUES

Correctness

In carrying out their work by all, respect for the rights of each person involved is required, as well as behavior that guarantees compliance with the law and all the regulations applicable to the business context.

Legality

The value of legality consists in the strict observance of all current national and international legal regulations, as well as company regulations and procedures.

The pursuit of the Company's interests cannot in any way justify conduct that does not comply with the reference standards.

Safety and health protection

The company undertakes to guarantee adequate standards of prevention in order to safeguard the health and safety of all persons directly or indirectly involved in its activities.

Through continuous training of workers, it guarantees the improvement of the working environment, protecting the well-being of workers and collaborators.

Diversity and inclusion

The company is committed to ensuring a fair and inclusive work environment, without discrimination based on sex, race, religion, nationality, age, sexual orientation and disability.

Effectiveness and efficiency

The company optimizes the use of resources in a conscious way in order to guarantee the effectiveness and efficiency of its production processes.

It is committed to providing quality products adapted to customer needs and to investing in the search for innovative technological solutions.

Continuous growth

The company is committed to the constant improvement of product quality, the development of professional skills and customer relations in order to pursue the value of continuous growth.

3. RELATIONS WITH INTERESTED PARTIES

Human resources

The fundamental rights of all workers are respected in order to promote fair employment conditions and safety in the workplace.

MFB Bonomi does not adopt discriminatory attitudes or attitudes detrimental to the person, his preferences and conditions.

The selection of personnel shall be based on universal and transparent criteria, respecting equal opportunities and the privacy of all stakeholders.

During the recruitment phase, staff are correctly informed about the contract and remuneration, which must be in line with legal obligations and with the national employment contract;

information is provided about the tasks to be performed, the procedures to be followed and the risks related to health and safety at work.

Duties of staff

MFB Bonomi adopts systems for the prevention and management of possible risk situations, in order to protect the integrity of its employees and collaborators by guaranteeing safe working conditions.

Compliance with workplace health and safety regulations as well as environmental protection regulations is required by all employees.

Employees are also required to comply with the procedures prepared for the correct use of company assets, it is forbidden to use them for purposes other than those agreed with the company.

Finally, employees must behave in a way that avoids any kind of discrimination based on sex, race, religion, nationality, age, sexual orientation and disability towards internal and external stakeholders of the organization.

Relationships with customers and suppliers

MFB Bonomi respects the obligations set by the contract and quality standards towards customers, basing its relationship with them on professionalism, availability, respect and courtesy. The company always provides feedback to any complaints or suggestions from customers, in order to improve the service offered.

Relations with suppliers are managed on the basis of compliance with the values contained in the Code of Ethics.

The evaluation and choice of suppliers is based on objective assessments in compliance with transparency and competition, taking into account quality, professionalism and price.

4. METHODS OF APPLICATION OF THE CODE OF ETHICS

Compliance with the Code of Ethics

All recipients are required to read and comply with the principles and duties listed in the Code, including any subsequent additions to this document.

Failure to comply with the requirements could lead to the implementation of disciplinary measures against the person.

Company representatives must be an example and always available to employees who want to make a violation report.

Information

The Code of Ethics is made known to all interested parties inside and outside the Company through appropriate information activities.

In order to better disseminate the contents of the Code, MFB Bonomi periodically carries out awareness-raising activities to facilitate the understanding and implementation of the principles and rules contained.

Violations and sanctions

Any cases of violation of the Code of Ethics must be promptly reported to the members of the Board of Directors. Once ascertained, violations are prosecuted by appropriate sanctions.

Compliance with the rules and principles set out in the Code of Ethics is an essential part of their respective contractual obligations for the recipients.

Violating the policy compromises trust between the company and the person committing the violation.