



ANTI-CORRUPTION AND ETHICS POLICY

La Felice Conserve s.r.l. upholds values of integrity, professionalism, customer safeguarding, and accountability as the foundation of its ethical framework. Employees are expected to conduct themselves in a manner aligned with their responsibilities and tasks, demonstrating a strong commitment to ethical standards and honesty. Adherence to legality, transparency, sound judgment, and personal ethics is mandatory, in line with the company's values, guiding principles, and procedures, to mitigate regulatory and reputational risks.

The company is dedicated to preventing any undesirable behavior, whether physical, verbal, or non-verbal, that may infringe upon the dignity and freedom of an employee or foster an intimidating, hostile, and offensive environment. This commitment aligns with international human rights standards and fundamental labor rights, encompassing forced labor, involuntary prison labor, and modern slavery.

La Felice Conserve S.r.l. engages its raw material suppliers in the initiative to address the gangmaster issue, implementing sustainable work practices and sourcing raw materials mainly from GRASP-approved and certified suppliers. The company's dedication to ethical standards is underscored by adherence to the globally recognized SEDEX ethical protocol, emphasizing workplace health and safety.



The company and its suppliers adhere to the Ethical Trading Initiative (ETI) as their guiding framework, which upholds standard principles regarding working conditions.

- Freedom of association and the right to collective bargaining
- Health and safety, ensuring a safe and healthy work environment.
- Child labor is prohibited, and all employees must be at least 16 years old.
- Ensure standardized wages.

Felice Conserve S.r.l. also establishes an anti-corruption policy to bolster its reputation in line with the aforementioned principles.

The company prohibits accepting any bribe, whether in money or otherwise, from or to any company, person, individual employee, or organization acting on behalf of Felice Conserve.

This policy aims to not hinder the implementation of proper hospitality practices, and it is the duty of all employees to thwart, identify, and disclose corruption. This message is conveyed to all staff members.

Poggiomarino,

Management

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