

“CODE OF CONDUCT”

FORIND AVIO ELETTRONICA S.R.L.

Forind Avio Elettronica S.r.l. is committed to the promotion and respect of human rights and the environment, as well as in the improvement of the global market which, in our opinion, must be based on correct practices, equity and reciprocity.

Through the implementation of the Code of Conduct we want to put international regulations into practice more relevant, with particular reference to the United Nations Guidelines on Business and Human Rights of June 2011, and to the European Commission Communication for a Renewed Strategy on Corporate Social Responsibility, of October 2011.

These imply full compliance with all laws applicable and regulations relating to fundamental rights at work as contained in the Conventions of the International Labor Organization (ILO) and in the ILO Declaration on Principles and Rights fundamental in the work of 1998, to the rules on environmental protection and the right to an environment safe and healthy, to safety and health regulations.

This Code of Conduct applies to all suppliers and sub-suppliers, as well as anyone who joins business relationships with Forind Avio Elettronica S.r.l., which is required to share these commitments, obliging themselves to comply with this Code of Conduct which includes international standards in work, provisions on environmental matters, safety and health matters and provisions on chain management of supply, as follows:

A. INTERNATIONAL STANDARDS IN WORK, SAFETY AND HEALTH

1. CHILD LABOR

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. must not employ aged people less than 15 years or 14 years, if national laws allow it.

All legal restrictions on the employment of children under the age of 18 must be enforced, with particular reference to the minimum age for admission to work in dangerous activities.

2. FORCED LABOR

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. will not have to resort to forced labor, illegal or involuntary. The concept of forced, illegal or involuntary labor includes: work under detention, work in a state of slavery or debt bondage, forced labour.

3. NON-DISCRIMINATION

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. will have to ban all forms of discrimination in hiring practices, remuneration, access to training, promotion, termination of employment or retirement.

This principle applies to all forms of discrimination, including those based on race, caste, union membership, colour, gender, sexual orientation, illness or disability, pregnancy, religion, age, political opinion, social and/or ethnic origin, nationality.

4. ABUSE AND HARASSMENT

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. must treat employees with dignity and respect and must ban all forms of corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.

The managers or supervisors of anyone who enters into business relationships with Forind Avio Elettronica S.r.l. they will have to refrain from threatening to use or engage in any form of physical contact.

5. ASSOCIATION

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. must guarantee the freedom of association, organization and collective bargaining in a peaceful manner and in compliance with the law.

All workers have the right to form or join trade unions or other workers' organizations free choice and have the right to negotiate collectively. Forind Avio Elettronica S.r.l. does not accept shares disciplinary or discriminatory actions by those who collaborate with Forind Avio Elettronica S.r.l., against workers who choose to organize themselves or join associations peacefully and in compliance with the law.

6. WORKERS' CONTRACT

All workers have the right to a written employment contract, in the local language, which defines the terms working conditions.

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. has the responsibility to ensure that all workers are informed and know their rights and obligations under the law.

7. WORKING HOURS

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will ensure compliance with all laws applicable in the matter or of the agreements applicable to the relevant sector, if the latter recognize a greater protection for workers. The normal working week must be defined according to the law, but it must not exceed 48 hours. Workers will be entitled to at least one day of rest every seven days of work.

Overtime must always be voluntary and remunerated in accordance with the provisions of the law. The amount of overtime hours must not exceed limits provided for by local legislation. So far as If these limits do not exist, it cannot in any case exceed 12 hours per week.

8. REMUNERATION

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will ensure that wages paid for a standard working period comply with applicable laws and regulations or industry standards local level relating to the minimum wage. The salary must be sufficient to satisfy the basic needs of workers, their families and any other reasonable additional needs. Wages will have to be paid regularly, punctually and must reflect the level of experience, qualification and performance of the worker.

All other types of mandatory financial rewards and compensation must also be paid by law.

Unfair deductions are not permitted and workers have the right to a written specification regarding method of calculating your salary.

Workers will be guaranteed and correctly paid for all types of leave to which they are entitled according to law, including annual leave, maternity or parental leave, sick leave.

9. RIGHTS OF MIGRANT WORKERS

Migrant workers will have exactly the same rights as local workers.

The employer may require the employee to present his identification documents, but not he will have to hold them back. Lump sum payments to the employer and deposits paid by the employee are not permitted.

10. HEALTH AND SAFETY

We ask anyone who enters into business relationships with Forind Avio Elettronica S.r.l. that safety of the working environment is always a priority.

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will guarantee workers conditions health and safety in the working environment, ensuring a minimum reasonable access to drinking water and to healthcare facilities, and adequate lighting and ventilation.

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will assume the necessary practices for this purpose to prevent accidents and injuries both in the workplace and in the premises made available to workers.

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will guarantee that the property and the premises, where the activity of its workers is carried out, is suitable and suitable for hosting production activities, and is compliant to the local regulations applicable for the use for which it is intended and is in compliance with the provisions local regulations on construction rules.

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will provide to workers

protective equipment, as required by law or industry standards. Workers must be informed about the risks to their health and safety they incur if they do not wear them adequate protective equipment (eye protection, hearing protection, masks, shields to protect the face, gloves, aprons, foot protection).

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will provide to the workers who perform dangerous tasks, the appropriate protective equipment and will require it to be worn.

The use of equipment that does not comply with the current state of the art, which may cause harm, is not permitted during their use on people and/or things.

Emergency exits on each floor must be clearly marked, well lit and unobstructed in the path that leads to the outside of the building.

Evacuation via emergency exits must in any case be possible during working hours.

Anyone who works at the facility must receive periodic training on the behavior to be adopted in case of fire or other emergencies.

The first aid kit must be available and, where required by law, a doctor or nurse should be available during working hours.

11. CONDITION OF THE ACCOMMODATION

If the structures of those who enter into business relationships with Forind Avio Elettronica S.r.l. include accommodation for workers, the requirements listed above must also include these accommodations which must be in any case separated from the workplace.

There must be no restrictions that interfere with the worker's right to leave the accommodation during leisure.

12. RISK ASSESSMENT

Anyone who enters into a business relationship with Forind Avio Elettronica S.r.l. must have procedures for identify dangerous workplaces and assess their risks.

Potential emergency and risk situations must be identified and assessed and their impact must be minimized through the implementation of emergency plans and response procedures.

Furthermore, anyone who enters into a business relationship with Forind Avio Elettronica S.r.l. shall include procedures for verify the social and environmental impact of its activities on the community local community as a whole.

13. REFERENCES TO LOCAL, NATIONAL AND INTERNATIONAL LEGISLATION

The provisions of this Code of Conduct constitute minimum standards to be applied.

All references to “applicable laws and regulations” in this Code of Conduct shall include the local and national legislation and regulations, as well as applicable treaties and voluntary standards in the industry industrial reference.

If the same matter is regulated by national legislation or by any other applicable law or by others commitments, such as collective or bargaining agreements, the provision that offers the most must be applied protection of workers.

B. ENVIRONMENTAL PROTECTION

1. GENERAL PROVISIONS

A healthy environment is fundamental for the entire human race.

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. must observe all laws and applicable environmental regulations, as well as industry standards if more restrictive.

In all activities, anyone who enters into business relationships with Forind Avio Elettronica S.r.l. will apply the precautionary principle understood as a process of broader environmental due diligence. The general objective of all activities should be aimed at preventing negative environmental impacts, therefore being based on the precautionary principle, including the commitment to the elimination of all discharges of substances harmful chemicals within the time limits established by law.

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. must be in possession of environmental authorizations relevant for carrying out its activities.

These authorizations will have the objective of preventing pollution of the soil, water and air and will be accompanied by implementation procedures by anyone who enters into business relationships with Forind Avio Elettronica S.r.l.

2. TREATMENT OF CHEMICALS

The use of chemicals must be in accordance with Forind Avio's chemical substance restrictions Elettronica S.r.l., contained in the company "Safety Manual" document in force. In particular yes requires anyone who enters into business relationships with Forind Avio Elettronica S.r.l. not to use substances chemicals containing banned components, and to eliminate the use of PFCs. Containers of chemicals must be appropriately labeled and stored appropriately Safe. A safety information sheet shall be available in the local language and will be It is necessary to follow the instructions contained in this sheet.

3. WASTE TREATMENT

All waste, and in particular dangerous waste, must be treated responsibly and in accordance with regulations applicable laws and regulations, starting from the most restrictive legislation. All emissions must be treated in an appropriate and transparent manner according to the applicable laws and regulations in the matter and taking into account account of the most restrictive legislation.

4. WATER TREATMENT

Water is a resource that is scarce in many areas of the planet and we believe it should be used in most efficient way possible.

We ask anyone who enters into business relationships with Forind Avio Elettronica S.r.l. to share this approach, paying maximum attention to the treatment of water resources. All waste water must be treated before being downloaded, in accordance with local and national laws.

C. TRANSPARENCY

1. TRANSPARENCY AND COOPERATION

Forind Avio Elettronica S.r.l. requires anyone who enters into business relations with Forind Avio Elettronica S.r.l. itself to comply with this Code of Conduct.

Forind Avio Elettronica S.r.l. furthermore, it expects anyone who enters into business relationships with it to be transparent in the information it provides regarding its activities.

Forind Avio Elettronica S.r.l. believes in cooperation and is available to work with anyone who enters into business relationships with Forind Avio Elettronica S.r.l. in order to reach sustainable solutions and promote those who agree with these principles.

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. must take appropriate measures to ensure that the provisions contained in the Code of Conduct are communicated to its workers.

A copy of the Code of Conduct must be available in the local language and available everywhere moment, in places easily accessible to workers.

2. GIFT ITEMS AND BRIBES

Anyone who enters into business relationships with Forind Avio Elettronica S.r.l. he must not and cannot offer it to anyone belonging to Forind Avio Elettronica S.r.l. no financial support, no percentage, none commission or other types of payments that corrupt or undermine objectivity and fairness of business decisions.

Presents with a maximum value of €200 will be accepted as a gift.

3. PAGE CASH FEE

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will not be able to send/receive cash payments.

D. SUPPLY CHAIN AND COMPLIANCE

1. SUPPLY CHAIN

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will not use sub-suppliers for the creation (or part of the creation) of the products of Forind Avio Elettronica S.r.l. without consent written, previously received, by Forind Avio Elettronica S.r.l. itself.

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. will have to ensure that the sub-suppliers abide by this Code of Conduct and sign a copy of it.

2. MONITORING AND COMPLIANCE PROCEDURES

Anyone who enters into business relations with Forind Avio Elettronica S.r.l., upon request, will allow checks to verify compliance of activities with this Code of Conduct and will provide all assistance free of charge necessary for Forind Avio Elettronica S.r.l. and/or to third parties appointed by it in order to facilitate access to all its structures and the structures of its sub-suppliers and/or all relevant documents.

This includes: on-site inspections, document checks, private interviews with workers.

Anyone who enters into business relations with Forind Avio Elettronica S.r.l. is obliged to keep informed the latter, at all times, of the place where each product is made, including the use below suppliers and home working.

The relevant documentation will be kept in the appropriate manner in order to guarantee the established controls.