

LCA BALLAURI SRL CODE OF ETHICS

The LCA BALLAURI company was founded in 1975 first in the field of design and construction of cinema projectors; later it evolved into the sector of mechatronic components for the automotive industry; Starting from the mid-90s, the evolution of the market opened up to the railway sector and to a lesser extent, to the agricultural sector. LCA BALLAURI's corporate mission is to pursue project management aimed at rationalizing production processes with a view to continuous improvement. The company has always aimed at customer satisfaction through the study and design of mechatronic applications in the railway and automotive sectors in a logic of co-design. The research and use of new eco-friendly technologies are fundamental elements for the development of business competitiveness. The achievement in 1996 and the maintenance of the ISO 9001 certification testify to the continuous and growing commitment of LCA BALLAURI in this direction. This Code of Ethics indicates references and guiding principles, complementary to the legal obligations, which must guide the expected conduct in continuity and consistency with the company's mission and its fundamental values: ethics of responsibility, customer orientation, attention to change, entrepreneurship and proactivity, passion and professional skills, team spirit and cooperation. The Code of Ethics is intended to stimulate virtuous behaviors and processes to best combine proper business management with socially relevant expectations and interests, evaluating results from a medium and long-term perspective.

Internal policies, codes and procedures may specify the terms of application of certain areas of the Code of Ethics. The positive and negative results of the implementation of the Code of Ethics will be constantly verified as part of internal controls in order to ensure compliance with it and assess its consistency and applicability in the company.

... all those who work in LCA are aware that the company has profit as its purpose:

BUSINESS ETHICS RESPONSIBILITY TOWARDS CUSTOMERS AND SUPPLIERS

- We require customers and suppliers first of all honesty, loyalty, transparency, convinced that they are basic elements for a fruitful collaborative relationship.
- We respect and protect confidential information relating to (or owned) our clients or third parties in accordance with applicable laws and professional practices.
- We condemn corruption and favoritism.
- We are committed to complying with competition laws, knowing that we operate in a free and competitive market.

...But first of all, they are aware that they operate thanks to the contribution of people:

RESPONSIBILITY TOWARDS EMPLOYEES:

- At LCA, we believe that the ability to integrate different cultures, disciplines and experiences is a fundamental value within us and constitutes an added value for our customers.
- All employees are treated equally without discrimination based on gender, race, religion, political opinions, personal and social conditions.
- The exploitation of child labor is condemned.
- Wages are paid by guaranteeing the application of national labor contracts.
- The management undertakes to provide all employees and collaborators with the information necessary for the protection of health and safety at work.
- The management is committed to ensuring the professional growth of employees through investments in training.

...which in turn give themselves rules for a serene and fruitful coexistence:

INTERNAL RULES OF CONDUCT:

- Listen, answer questions and keep your word.
- Act with professionalism, rigor and determination.
- Anticipate, prevent and when necessary act.
- Encourage responsibility, initiative and decision-making.
- Disseminate information and communicate.
- Fostering team spirit and helping each other.
- Promote safety and respect for the environment.
- To promote the professional and personal growth of each one in an atmosphere of mutual respect.

...Without forgetting that the company is part of a company:

RESPONSIBILITY TOWARDS SOCIETY

- LCA operates in full compliance with the law by complying with the obligations deriving from its activity.
- LCA works in full collaboration and is committed to respecting public bodies and local authorities in the context of their field of activity.
- LCA operates in line with its ethical values, contributing to the sustainable development of the social fabric in which it operates.

...and an environment to be respected:

RESPONSIBILITY TOWARDS THE ENVIRONMENT

- LCA considers the protection of the environment in which it operates to be fundamental, ensuring effective management of health, safety and the environment.
- When designing and developing new products, LCA assesses the compatibility of products and manufacturing processes with the surrounding environment.
- LCA constantly monitors significant environmental factors related to production activities.
- Since 2006 the company has been ISO 14001 certified as evidence of its commitment and sensitivity to environmental issues.

Direction (Ballauri Carlo)



Signature