

SUPPLIER CODE OF CONDUCT.



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The **MARR Group** is committed to contribute to the sustainable development, as defined by the United Nations 2030 Objectives in the sustainability field (Sustainable Development Goals), integrating such commitment in its business model. The **MARR Group** considers the incidence of the activities carried out in the **ESG** field (Environmental, Social and Governance) and intends to share its values and business vision along the entire supply chain, through the spreading of principles and values contained in the present document. The same principles assume a binding nature for the supplies to the **MARR Group**.

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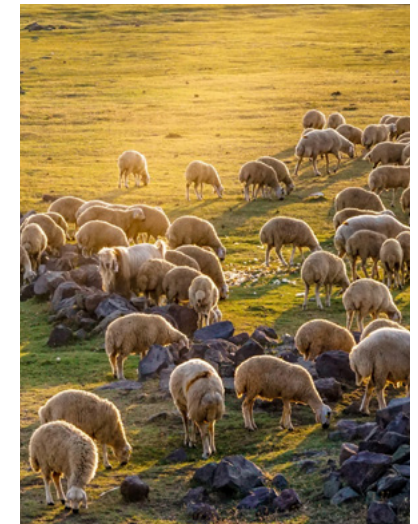
The **MARR Group** (consisting of MARR S.p.A. and of its controlled companies, hereinafter referred to as Companies and MARR Group) is the leader in the specialised distribution of food and non-food products to the out-of-home food consumption sector in Italy (hereinafter, Foodservice) with an assortment of **over 25,000 food products** which comprehends an unique private label products offer as well as an exclusive offer of products obtained from chains complying to specific sustainability requirements.



The objective is to incentivize virtuous ESG practices along its value chain having positive impacts in the respective field of incidence, in such a way to guarantee that responsible procurement practices are applied along the entire supply chain, also through solid and longstanding partnership creation inspired by transparency and business loyalty.

FIELD OF APPLICATION

The present Supplier Code of conduct (hereinafter, Code) applies to all Suppliers of products, of food and non-food, and of services as well as to their potential subcontractors (hereinafter, Suppliers) involved in business relationships of any entity with the **MARR Group**. Fall into the Code fields of application the supplies of goods and services purchased by the MARR Group through the Companies, whatever it is the purchasing strategy and the type of contract stipulated. With the signing of the supply agreement, the Supplier is committed to respect and comply with the content of the Code. The Code violation constitutes cause for the resolution of the supply agreement.



The Code principles and dispositions represent the sustainability guidelines adopted by the **MARR Group** in the carrying out of its operations. The **MARR Group** asks its Suppliers to commit, also on behalf of their potential subcontractors and more in general of the subjects involved in the goods or services supply, to the compliance with the norms of conduct and fundamental practices outlined in this Code.



MAJOR REFERENCES AND GUIDELINES



The Suppliers must comply with the Italian as well as with the country of operations applicable laws and regulations, and they have to comply with the main standards and guidelines internationally recognized that were used as a reference for the drafting of the Code:

- Art. 9 of the Italian Constitution;
- Global Compact (UN, 2004)
- Universal Human Rights Declaration (UN, 1948)
- ILO Fundamental Conventions (International Labour Organization);
- UN Guiding Principles on Businesses and Human Rights (UN, 2011);
- 2030 Agenda (UN, 2015) and its 17 Sustainable Development Goals (SDGs);
- Paris Agreement (2015);
- Earth Charter (ECI, 2000);
- European Green Deal (EC, 2020);
- The Consumer Goods Forum e Global Food Security Initiative (GFSI);
- UN Guidelines on consumer protection (UN, 1985);
- Brambell Report (1965) e Farm Animal Welfare Committee (FAWC, 1979) linked to animal welfare.

SUPPLIERS' REQUIREMENTS

The **MARR Group** Suppliers have to make the activities they carry out compatible with human rights safeguard and must commit to guarantee to their own employees working conditions in compliance to the applicable laws, to protect the workers' rights and to promote a productive working environment, that is safe and healthy.

The Suppliers commit to recognize, manage and minimize the environmental impact of their operations. Furthermore, they must comply with applicable laws and regulations in relation to the activity carried out and the business integrity standards with the aim of promoting a more transparent economy.

The Suppliers of food products, in particular, have to guarantee the compliance with the essential quality and food safety requirements, such as but not limited to: correct labelling and information to the consumer, transparency, food health and safety, high quality standards, spreading of environmentally sustainable products, etc.

The major commitments that the Suppliers of the **MARR Group** must fulfill in the ESG field are reported below.



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SPECIFIC REQUIREMENTS IN THE ESG FIELD

E (ENVIRONMENTAL) **SAFEGUARD OF THE ENVIRONMENT**

With reference to the environmental aspects, of undeniable significance in the socio-economic context, the Suppliers are required to ensure an adequate level of environmental safeguard through the application of the best production practices and guarantee the extension of such commitment along the entire supply chain.



To that end all Suppliers are committed to:

- Comply with the applicable laws and requirements in the environmental field
- Support a proactive approach toward innovative solutions and technologies aiming to continuously propose improved and with a lower environmental impact products and services
- Optimize the energy resources management incentivizing the saving and endorsing, when feasible, of renewable sources
- Optimize the use of water resources favoring their recovery
- Optimize the waste management favoring reuse and recovery
- Treat, store, transport, unload and dispose waste and byproducts safely
- Contain and progressively reduce contaminant agents' emissions impacting air, water and soil as well as CO2 emissions and other greenhouse gasses
- Maintain emergency plans to prevent, mitigate and control serious environmental and health damages that could derive from business operations

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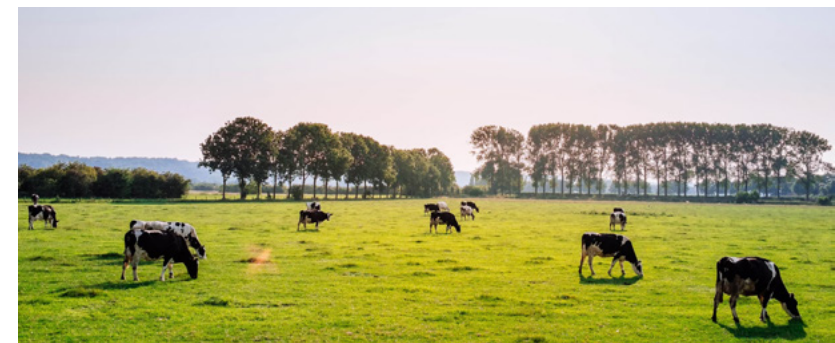
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SPECIFIC REQUIREMENTS IN THE ESG FIELD

E (ENVIRONMENTAL) SAFEGUARD OF THE ENVIRONMENT

Furthermore, Suppliers of food products are committed to:

- Look for innovative packaging materials endorsing, whenever is possible, those with a lower environmental impact
- Increase the offer of “green products” satisfying one or more environmental sustainability requirements provided by the Ministerial Decree n. 65 of March 10th 2020 www.marr.it/sustainability/green-products
- Use of chains respectful of animal welfare
- Safeguard fishing stock and marine resources fighting every illegal fishing activity (Illegal, Unreported and Unregulated – IUU fishing) in compliance to the requirements provided in the supply agreements and MARR’s control program on sustainable fishing, available in the website www.marr.it.
- Decrease the glazing percentage in the fishing products which provide for it (use the glazing quantity technically necessary to protect the product only)
- Use certified chains for wood and forest safeguard even in the country of origin with the aim of preserving ecosystems and spreading the environmental safeguard culture



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SPECIFIC REQUIREMENTS IN THE ESG FIELD

S (SOCIAL) **RESPECT OF HUMAN RIGHTS AND DECENT WORKING CONDITIONS**

The Suppliers must respect human rights set forth in the United Nation Universal Declaration of Human Rights and in the International Labour Organization (ILO) fundamental Conventions.

The Suppliers must avoid any form of abuse or violation of human rights.

All Suppliers are committed to:

- Promote and respect universally recognized human rights within their respective sphere of influence
- Ensure gender equality, equal opportunities and absence of discrimination
- Respect everyone's dignity, privacy and rights at the workplace as well as civil, political, economic, social and cultural rights;
- Prohibit behaviors, gestures, expressions that can represent a threat, abuse or exploitation;
- Do not use or support child labor;
- Neither use or support the use of forced labor;
- Guarantee a safe and healthy workplace, adopt the adequate measures to prevent accidents and health damages minimizing the causes of danger attributable to the workplace environment and comply with all it is provided by the applicable law in the field of Workplace Health and Safety;
- Comply with laws and regulations in the matter of freedom of association and right to the collective agreement;
- Do not carry out or support discrimination in the hiring process, wage, access to training, promotion, termination or retirement, and based on ethnicity, social class, country of origin, religion, disability, sex, sexual orientation, union membership or political affiliation;
- Do not use or support or tolerate corporal punishments, mental or physical coercion, verbal abuse;
- Comply with the working hour provided by the applicable laws and by the category's collective agreement;
- Respect the National Collective Bargaining Agreement (CCNL) of reference, also in relation to the recognized wage and the contractual Welfare defined by the contract compliant with the applicable regulations.

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SPECIFIC REQUIREMENTS IN THE ESG FIELD

G (GOVERNANCE) **LOYAL AND ETHICAL BUSINESS PRACTICES**

The Suppliers selection procedures carried out by **MARR** are also characterized by the compliance with the loyalty and impartiality rules.

The Suppliers are therefore required to guarantee loyal and ethical business operations, essential conditions to ensure the business activities development sharing the **MARR** Code of Ethics principles (available at www.marr.it/group/corporate-responsibility). Indeed, the Company believes that reputation and integrity are fundamental values for the smooth business functioning, even more when the Company is publicly listed, such as **MARR**.

Thus, **MARR**'s Ethical Code defines the guidelines on which business operations rely on and the external relationship management, detecting as fundamental the following principles: rectitude, loyalty, reliability, correctness, respect and protection of the individual, impartiality, safeguard and health of the environment, confidentiality and protection of whistleblowers.

In particular, all Suppliers must:

- Comply with the national and international law in force
- Oppose any type of corruption and adapt to **MARR**'s Anticorruption Policy
- Prevent any conflict of interest
- Respect privacy, confidentiality and secrecy of data and information
- Promote responsible procurement

SELECTION AND ASSESSMENT OF SUPPLIERS

The Code is an integral part of the Suppliers' agreement stipulated with the **MARR Group**.

To Suppliers, in order to be recognized as such by the **MARR Group**, is required to comply with the present Code representing an effective tool in the prevention and management of environmental, social and governance risks and to report, while the business relationship is in force, potential irregular and/or different events and/or behaviors violating the Code that can entail a risk for the **MARR Group**.



The Suppliers of food and non-food products, of internal handling services, sanitation and transport are selected, evaluated and qualified according to ways and criteria defined in specific procedures of the **MARR Group's** Quality System, in accordance with the requirements of the ISO 9001 standards. The performance of such Suppliers is subject to periodic assessment with the aim of verifying that the standards requested by the **MARR Group** are maintained, also through actions aimed to check the principles and the requirements outlined in the Code. These Suppliers are subject to the appointment of a score (hereinafter, rating) that is periodically updated on the basis of performance and of possible quality or service verified non-conformities, as well as Customers' reports. Following the monitoring, the Supplier, if qualified either with reserve or limitation, is committed to put in place the necessary corrective actions to achieve acceptable rating objectives.

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The **MARR Group** reserves itself the right to verify, with or without previous notice, the Suppliers' compliance with the Code through its own personnel or specific organizations commissioned by the Group. These checks can include the inspection of the processes, of the Suppliers' structures and/or interviews with the workers.

MARR asks the collaboration of its Suppliers during these auditing activities. If from these checks and inspections were to emerge the lack of Supplier compliance with the Code, the Group will try a dialogue with the Supplier at first instance aimed to find the necessary corrective actions to guarantee a timely full compliance with the Code. If an adequate deal cannot be reached, the **MARR Group** will have the possibility to resign and terminate the agreement with the Supplier.

MONITORING, INSPECTIONS AND CORRECTIVE ACTIONS



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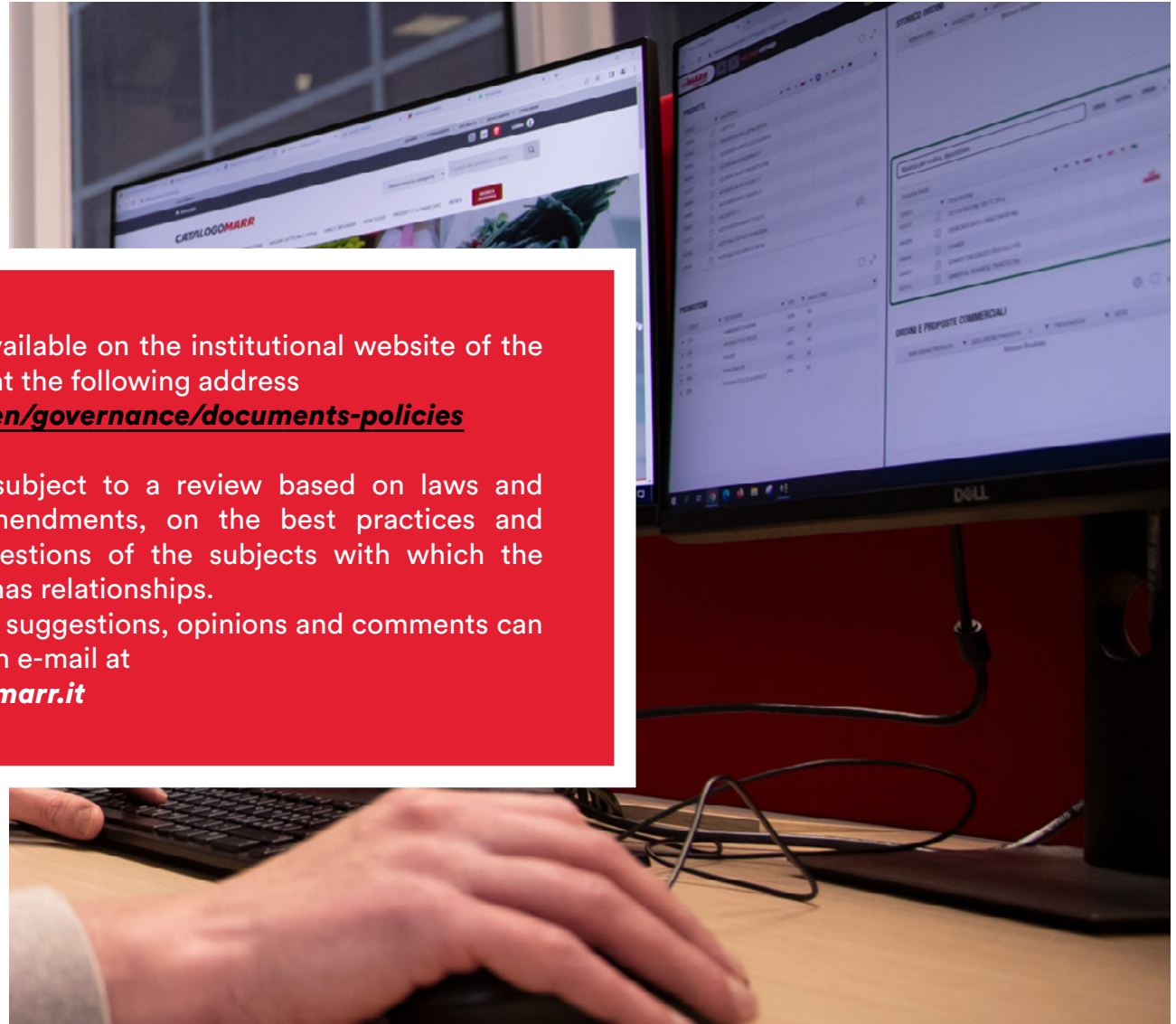
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DISTRIBUTION AND UPDATE



The Code is available on the institutional website of the **MARR Group** at the following address
www.marr.it/en/governance/documents-policies

The Code is subject to a review based on laws and regulations amendments, on the best practices and potential suggestions of the subjects with which the **MARR Group** has relationships.
Potential Code suggestions, opinions and comments can be sent through e-mail at
sostenibilita@marr.it



dove c'è ristorazione

