

Purchasing Principles

1. Introduction

The following General Purchasing Principles are integrated part of the General Purchasing Conditions and they apply to any provision of services. These General Purchasing Principles apply in the absence of a specific contract, negotiated between the parties, in relation to supplies.

DEFINITIONS:

- "Supplier": the subject that carries out the supply object of the Order;
- "Services": any service, provision or work covered by the Order;
- "Order": the purchase order between the Purchaser and the Supplier, including the General Conditions, Special Conditions, Related Documentation and any other document containing an indication of what the Purchaser intends to request from the Supplier;
- "Related Documentation": the technical and/or planning documents, technical specifications, drawings, know-how, general or special tender specifications, and any other document accepted in writing by the parties in which the subject of the supply is described and/or illustrated;
- "Special Conditions": the totality of special provisions that may be contained in each PO approved by both parties in order to regulate particular aspects of the relationship;
- "Party" or "Parties": individually the Supplier or RF Microtech SRL, and jointly both.

2. Protection of human rights

RF Microtech SRL is a proactive Company interested in safeguarding the well-being of company employees, the people who collaborate with the Company, and in general, all those who live in the community in which the Company operates. RF Microtech SRL enjoys a strong awareness of the social dimension, focusing on the development of the person, and the promotion of diversity and equality in all its dimensions. The Company also believes that part of its profit should be used to improve the working environment, the safety and welfare of employees, as well as the social environment in which the Company operates.

Therefore, Suppliers of RF Microtech SRL must share the policy mentioned above. Furthermore, they must ensure that their employees and collaborators can communicate openly with each other at all levels without the fear of repercussions, intimidation, or discrimination.

3. Safety and working conditions

RF Microtech SRL commits to protecting the health and safety of workers on its premises, implementing all possible measures to prevent any possible risks related to the psychophysical integrity of employees and collaborators. It

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guarantees remuneration in compliance with the standards provided for in the National Collective Labour Agreement (CCNL) and supports the employment of people with disabilities.

This policy must be observed also by the Suppliers of RF Microtech SRL, thus promoting a peaceful and safe environment for their employees and collaborators.

4. Conflict of interest

RF Microtech SRL safeguards the private life of its employees and collaborators, as well as respects social groups established outside the work context. Nevertheless, RF Microtech SRL oversees that the personal interests of its employees and collaborators do not negatively influence business operations.

The policy of RF Microtech SRL is based on respect for the rules of fair competition and antitrust law, in order to avoid any commercial behavior that may be considered improper. These principles are respected by all company employees who, in the performance of their duties, will not accept gifts or favors of nominal value, even of small entities, pursuing only the corporate interest.

Suppliers of RF Microtech SRL must ensure that all their employees share these values, preventing possible conflicts of interest and unfair enrichment.

For acceptance:

The Supplier: _____
(stamp and signature)

Date:

(*) The person who signs this document on behalf of the Supplier declares and guarantees that he has the power to represent and bind the Supplier. Not receiving written observations or reports from the Supplier or these conditions duly signed within 7 days of sending, the same are deemed tacitly approved.

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