



CODE OF CONDUCT

The company operate as an authorized economic operator AEOF No: 181464 and is certified ISO 9001:2015

MANTO
SHIPPING





THE VISION OF MANTO SHIPPING & CONSULTING S.R.L.

Manto Shipping & Consulting S.R.L. is aware that the credibility of a company is recognized not only by the competence of its employees and the high quality of the service provided to customers, but also by the attention paid to the needs of the entire community.

The principles that have always inspired this Company's work are formally collected in a Code of Ethical Behavior, with the belief that reliability is built daily by respecting the rules and valuing people. The ethical code also outlines the disciplinary system for workers employed by the company, indicating the violations and sanctions applicable.

Therefore, the code is a distinguishing and identifying element in the eyes of the market and third parties, whose knowledge and sharing is expected of all those who work in or collaborate with the company, constituting the foundation of our activity and the first step toward contributing to the achievement of our *vision* and proper work performance.

The goal of Manto Shipping & Consulting S.R.L. is to pursue excellence in the market in which it operates, through Sustainable Development, protecting the Environment and the Safety of the people involved through the coherence of behavior respectful of Social Ethics, obtaining satisfaction and ensuring added value for the Employee, for the Customer and, in general, for the Community.

PURPOSE AND TARGET AUDIENCE

This Code (hereinafter, the "Code") outlines the set of ethical and moral principles that form the basis of Manto Shipping & Consulting s.r.l.'s (hereinafter, the "Company") activity and the disciplinary rules applicable to the human resources employed there.

The Company's lines of behavior are also defined both internally (in relationships among employees) and externally (in relationships with institutions, suppliers, customers, commercial partners, political and trade union organizations and media bodies) (hereinafter, the "Interested parties").

Respecting these principles is of fundamental importance in achieving Manto Shipping & Consulting

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s.r.l.'s corporate mission and ensuring its reputation in the socio-economic context in which it operates. Their observance is a condition for the proper performance of work obligations.

It is initially emphasized that Manto Shipping & Consulting s.r.l. firmly believes that every activity should be ethically carried out, recognizing the principle established by Article 41 of the Constitution, according to which private economic initiative "cannot be carried out in conflict with social utility or in a manner that damages security, freedom, human dignity."

This Code is binding for the administrators and employees of Manto Shipping & Consulting s.r.l., as well as for all those who operate and collaborate, on a permanent or temporary basis, on behalf of the Company (hereinafter, the "Persons concerned").

The Code will be widely disseminated within the internal governance structure and widely communicated externally, also through the corporate website. Manto Shipping & Consulting s.r.l. also undertakes to adopt any further provisions so that the principles and prescriptions of the Code can be promptly disclosed and applied. A copy of the code is also delivered to all current employees (or at the time of signing the employment contract in the case of new hires), in the company bulletin board, on the company's website in a dedicated section. This exhausts the publication obligations under art. 7, l. n. 300/1970.

GENERAL PRINCIPLES

The comportment of the Persons concerned, at all levels of the company, is based on the principles of legality, fairness, non-discrimination, confidentiality, diligence, and loyalty.

Legality

Manto Shipping & Consulting s.r.l. operates in absolute respect for the law and this Code. All Persons concerned are therefore obliged to observe every applicable regulation and to be informed by Manto Shipping & Consulting s.r.l.

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The Company considers the transparency of the financial statements and accounts a fundamental principle for the exercise of its activity and for the protection of its reputation.

Fairness

Fairness and moral integrity are an unwavering duty for all Persons concerned.

Persons concerned are obliged not to establish any privileged relationship with third parties that is the result of external solicitations aimed at obtaining improper advantages.

In carrying out their activities, the Persons concerned are obliged not to accept donations, favors or benefits of any kind (except for items of minor value) and, in general, not to accept any compensation in order to improperly grant advantages to third parties.

In turn, Persons concerned must not make monetary donations or donations of goods to third parties or otherwise offer illegal benefits or favors of any kind (except for items of minor value or commercial courtesies authorized by the Company) in connection with the activities they perform on behalf of Manto Shipping & Consulting s.r.l.

The intrinsic belief in acting in the interest of the Company does not exempt Persons concerned from the obligation to promptly observe the rules and principles of this Code.

Non-Discrimination

In relationships with Interested parties and, in particular, in the selection and management of personnel, in the organizational work, in the choice, selection and management of suppliers, as well as in relationships with Entities and Institutions, Manto Shipping & Consulting s.r.l avoids and repudiates any discrimination concerning the age, gender, race, sexual orientation, state of health, political and trade union opinions, religion, culture and nationality of its interlocutors.

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At the same time, Manto Shipping & Consulting s.r.l. supports integration by promoting intercultural dialogue, protection of minority rights and vulnerable individuals.

Confidentiality

Manto Shipping & Consulting s.r.l. is committed to ensuring the protection and confidentiality of Persons concerned' and Interested parties' personal data, in accordance with any applicable data protection regulations.

The Persons concerned are obliged not to use confidential information obtained as a result of their work activity for purposes unrelated to such activity, and in any case to always act in accordance with the confidentiality obligations assumed by Manto Shipping & Consulting s.r.l. towards all Interested parties. In particular, the Persons concerned are required to maintain the utmost confidentiality on documents capable of revealing know-how, transportation information, commercial information and company operations.

Diligence

The relationship between Manto Shipping & Consulting s.r.l. and its employees is based on mutual trust: employees are therefore obliged to act in the interest of the company, in accordance with the values set out in this Code and the duties of loyalty, confidentiality and non-competition under Article 2105 of the Civil Code.

The Persons concerned must refrain from any activity that may be in conflict with Manto Shipping & Consulting s.r.l.'s interests and abandon the pursuit of personal interests that are in conflict with the Company's legitimate interests.

In cases where a conflict of interest may arise, the Persons concerned are obliged to promptly contact their superior so that the company can evaluate and, if necessary, authorize the potentially conflicting activity.

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In the event of a violation, the company will take whatever steps are necessary to resolve the conflict of interest, while reserving the right to act in its own best interests.

Loyalty

Manto Shipping & Consulting s.r.l. and the Persons concerned are committed to fair competition, in compliance with national and European regulations, aware that fair competition provides a healthy incentive for innovation and development, and also protects the interests of consumers and society.

RELATIONS WITH EMPLOYEES AND COLLABORATORS

Personnel selection

Personnel evaluation and selection are carried out fairly and transparently, respecting equal opportunities in order to reconcile the needs of Manto Shipping & Consulting s.r.l., with the professional profiles, ambitions and expectations of the candidates.

Manto Shipping & Consulting s.r.l. is committed to taking all necessary measures to avoid any form of favoritism in the personnel selection process, using objective and merit-based criteria, in respect of the dignity of the candidates and in the interest of the good functioning of the company.

The personnel hired, also through the implementation of this Code, receive clear and correct information about roles, responsibilities, rights, and duties of the parties.

Personnel Management

Manto Shipping & Consulting s.r.l. protects and values its human resources, committing to maintain the necessary conditions for the professional growth, knowledge, and abilities of each person, performing appropriate training for professional development, and taking any initiative aimed at pursuing this goal.

Manto Shipping & Consulting s.r.l. promotes the participation of workers in the life of the company, providing participatory tools capable of collecting the opinions and suggestions of the workers, guaranteeing their widest representation.

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Firmly remaining at the disposal of the Company, no worker can be obligated to perform duties, services or favors not due based on their employment contract and their role within the company.

The Company is firmly committed to combating episodes of mobbing, stalking, psychological violence and any discriminatory or demeaning behavior inside and outside company premises.

Relationships between employees must be conducted with loyalty, fairness, and mutual respect, in compliance with the values of civil coexistence and the individual freedom.

WORKING ENVIRONMENT

Manto Shipping & Consulting s.r.l. is committed to offering its personnel a healthy, safe and fair working environment.

Safety in the workplace is ensured both by strictly implementing the provisions provided by current law, and by actively promoting the culture of safety through specific training programs. Employee training is a central element of the adopted management system.

Manto Shipping & Consulting s.r.l. protects the health of its workers, also guaranteeing compliance with sanitary and health standards.

MANAGEMENT OF THE COMPANY

Compliance with internal procedures

Manto Shipping & Consulting s.r.l. believes that managerial efficiency and the culture of control are essential elements for achieving goals.

The Persons concerned are required to strictly comply with the procedures and instructions within the company.

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The Persons concerned must act based on their respective authorization profiles and must keep any appropriate documentation to track the actions taken on behalf of the company.

Accounting Management

In the accounting management activity, the Persons concerned are called to act in accordance with the principles of truthfulness, accuracy and transparency, in order to protect the reputation of Manto Shipping & Consulting s.r.l. both internally and externally.

Compliance with these principles also allows the company to plan its operational strategies based on its actual economic and financial situation.

Therefore, all accounting data must be supported by complete, clear and valid documentation, avoiding any form of omission, falsification and/or irregularity.

The registration of assets based on evaluations and estimates, must be guided by reasonable and prudent criteria.

Protection of assets

The Persons concerned carry out their functions by trying to rationalize and sustain the use of company resources.

The Persons concerned are required to correctly apply the provisions related to security in order to protect the hardware devices from unauthorized access, which could adversely jeopardize the employee and client privacy rights of Manto Shipping & Consulting s.r.l.

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Communication

Manto Shipping & Consulting s.r.l. provides suitable communication tools for interested parties to interact with the company to make requests, request clarification or make complaints.

Manto Shipping & Consulting s.r.l. promotes effective corporate communication by bringing the company into contact with civil society in order to receive community requests, needs, and needs and to disseminate its values and mission.

The information disseminated to the Interested parties is complete and accurate as a result the Persons concerned can make correct and conscious decisions.

The advertising promotion of Manto Shipping & Consulting s.r.l. respects ethical values, protecting minors and rejecting vulgar or offensive messages.

EXTERNAL RELATIONS

Relations with Authorities and Public Administrations

Relations with authorities and the public administration must be characterized by maximum clarity, transparency and cooperation, fully respecting the law and according to the highest moral and professional standards.

The Persons concerned, without authorization, cannot interact in the name and on behalf of Manto Shipping & Consulting s.r.l. with the authorities and with the public administration.

In their relationship with public officials, with those in charge of public service, and the public administration in general, authorized Persons concerned adhere to the highest levels of fairness and integrity, refraining from any form of pressure, explicit or veiled, aimed at obtaining any undue advantage for themselves or for Manto Shipping & Consulting s.r.l. In this regard, authorized Persons

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concerned will be required to strictly observe what is provided for in this Code, as well as, more generally, what is provided for by the directives issued by the management of Manto Shipping & Consulting s.r.l.

Relationships with political and labor organizations

Manto Shipping & Consulting s.r.l. does not favor or discriminate against any political or labor organization.

The Company abstains from providing any undue contribution in any form to parties, unions or other social formations, except for specific exemptions and always within the limits of what is permitted by the prevailing laws.

The Persons concerned are required to refrain from any direct, indirect or pretended pressure towards political leaders or union representatives.

Relationship with customers and suppliers

The Persons concerned interact with third parties with courtesy, competence and professionalism, convinced that their conduct depends on the protection of the company's image and reputation and therefore the achievement of company goals.

In particular, Persons concerned must refrain from any form of unfair or deceptive behavior that may lead customers or suppliers to rely on unfounded data or circumstances.

Persons concerned are required to consistently commit to providing timely and high-quality services to customers, trying to limit any form of disruption or delay in order to maximize customer satisfaction.

Relationships with suppliers are based on loyalty, fairness and transparency.

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The choice of suppliers is made on the basis of objective criteria of economic efficiency, opportunity and efficiency.

The choice of suppliers on purely subjective and personal grounds or, in any case, based on interests that conflict with those of the company is precluded.

Persons concerned must take every precaution to ensure that suppliers and customers follow the fundamental ethical principles outlined in this Code.

INTERNAL CONTROL SYSTEM

Compliance with the provisions of this Code is entrusted to the prudent, reasonable and attentive surveillance of each of the Persons concerned, within the scope of their respective roles and functions within the company.

All Persons concerned are invited to report to their direct superiors any facts and circumstances that may be in conflict with the principles and prescriptions of this Code.

The management of Manto Shipping & Consulting s.r.l. and the bodies responsible for this purpose take any necessary measures to end violations, possibly resorting to any disciplinary measures in accordance with the law and the rights of workers, including trade union rights.

Sanctioning system guidelines

The internal control system is oriented towards the adoption of tools and methods aimed at combating potential business risks, in order to ensure compliance not only with laws, but also with internal provisions and procedures.

In fact, violations of the principles set out in the Code and procedures indicated in internal controls compromise the trust relationship between the Company and its administrators, employees, consultants, collaborators of various kinds, customers, suppliers, commercial partners and financial partners.

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Such violations will therefore be promptly pursued by Manto Shipping & Consulting s.r.l. by means of the adoption of adequate and proportional disciplinary measures.

The effects of violations of the Code of Ethics and the related disciplinary system must be taken into consideration by all those who, for any reason, have relationships with Manto Shipping & Consulting s.r.l. Depending on the gravity of the conduct carried out by the subject involved in one of the illicit activities provided for by the Code, Manto Shipping & Consulting s.r.l. will promptly take the necessary measures, independently of the appropriate prosecution by the judicial authority.

Having said that, behavior in violation of the Code of Ethics constitutes a serious breach for employees (workers, employees, managers, and executives), with sanctions provided for by the Commercial Employees National Collective Agreement (verbal reprimand, written reprimand, fine not exceeding three hours of salary, suspension from work and salary for a maximum of three working days, dismissal for just cause or justified reason).

The disciplinary procedure, which relates, in whole or in part, to facts in relation to which the judicial authority is proceeding, is continued and concluded even during the criminal procedure. In cases of particular complexity in the ascertainment of the fact charged against the employee and when at the end of the investigation sufficient elements are not available to motivate the imposition of the sanction, the disciplinary procedure may be suspended until the end of the criminal procedure. However, the possibility of adopting a suspension or other precautionary measures with regard to the employee remains. This measure will be implemented in any case where an employee is subjected to a measure restricting personal freedom.

Violation of the Code of Ethics also constitutes a just cause for the revocation of the mandate of the administrators and a cause for immediate termination of the relationship, in the most serious cases, for external and parasubordinate collaborators and for the contract for suppliers, contractors and sub-contractors.

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The identification and application of sanctions will always take into account the general principles of proportionality and adequacy in relation to the contested violation.

In all of the above cases, Manto Shipping & Consulting s.r.l. also reserves the right to take any actions it deems appropriate to compensate for the damage suffered as a result of behavior in violation of the Code of Ethics.

The dereliction of duty indicated in this Code on the part of employees involves the following steps, which will be taken by the employer in terms of the magnitude of the misconduct and the circumstances that accompany them:

- 1) oral reprimand for minor misconduct;
- 2) written reprimand in cases of repeat offenses from the previous point 1);
- 3) a fine not exceeding the amount of 4 hours of normal contractual pay
- 4) suspension from pay and service for a maximum of 10 days;
- 5) disciplinary dismissal without notice and with the other consequences of reason and law.

The fine applies to the worker who:

- delays the start of work without justification, for an amount equal to the amount withheld;
- performs the work assigned to him with negligence;
- is absent from work for up to three days in the solar year without proven justification;
- does not immediately inform the company of any change in his residence, both during service and during leave.

The measure of suspension from pay and service applies to the worker who:

- causes damage to things received in allocation and use, with demonstrated responsibility;
- appears in service in a state of obvious drunkenness;
- keeps irregular accounting, or does not support accounting operations with adequate documentation
- damages hardware devices or accesses them in an unauthorized or non-workplace manner, without the employer's authorization;

-commits repeat misconduct, more than three times in the solar year, in any of the misconduct that foresee the fine, except in the case of unjustified absence.

Except any other legal action, the measures referred to in point 5) (disciplinary dismissal) are applied exclusively for the following misconduct:

- unjustified absence over three days in the calendar year;
- recidivism in unjustified delays for the fifth time in a calendar year following a formal written warning;
- acceptance of donations, favors or benefits (except for objects of modest value), even in exchange for granting benefits to third parties improperly.
- making monetary donations or gifts to third parties or otherwise offering illegal benefits or favors of any kind, except for objects of modest value or commercial courtesy gifts authorized by the Company, in connection with the activity performed to the detriment of Manto Shipping & Consulting s.r.l.
- falsification of accounting documents and/or theft of company documents
- serious violation of the obligations under Art. 233, 1st and 2nd paragraphs of the Commercial Employees National Collective Agreement;
- violation of laws regarding the processing, storage, sale, and transport of safety;
- abuse of trust, competition, and violation of corporate secrets; execution, in competition with the company's activity, of work for oneself or for third parties outside of working hours;
- recidivism, over the third time in the calendar year, in any of the misconduct that provide for suspension, subject to what is provided for recidivism in delays.

Dismissal for just cause can also be imposed, by way of example, for the following conduct:

- a litigious argument followed by acts of violence on the job, even among employees, that result in harm or disruption to the normal operation of the business;
- insubordination towards superiors accompanied by insulting behavior;
- deliberate, fraudulent writing or stamping of work attendance control cards;



- appropriation of a company's or a third party's property;
- intentional damage to company or third-party property;
- performing work in the company for oneself or for third parties without permission.

The eventual adoption of the disciplinary measure must be communicated to the worker in writing, via registered mail with a receipt or other means suitable for certifying the date of receipt, within 15 days from the expiration of the deadline assigned to the worker to present his/her counterarguments.

For reasons due to difficulties in the evaluation of counterarguments and decision-making, the above deadline may be extended by 30 days, provided that the company gives prior written notice to the interested worker.

The termination notice must be made in writing, via registered mail with return receipt or other means suitable for certifying the date of receipt, containing an indication of the reasons.

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