## **Group Policies**

The ethical responsibility of the company is the basis of the trusting relationship with our Stakeholders. Consistenly with this fundamental value and in full transparency the Group Policies have been developed.

The Group Policies outlined below have been drawn up to share with our Stakeholders the commitments that the Beltrame Group has undertaken and to indicate how these commitments are implemented.

With the Policy for the respect of Human Rights we commit ourselves to recognize and respect the principles contained in the Universal Declaration of Human Rights, and to apply them in the exercise of our daily activities.

With the Anti-Corruption Policy we want to prevent and oppose the use of illicit and corruptive practices, to confirm also the honesty and transparency in the exercise of our activities.

With the Antitrust Policy we affirm that our competitive position in the markets is based on the skills and competences that have distinguished us for over 100 years. With this Policy we also support fair competition based on merit.