













































#### 14.2 CODE OF PRACTICE DISSEMINATION

The Control Committee (Organismo di Vigilanza) spreads the Code of Practice to the addressees in the following ways:

1. attached to the company notice board;
2. distribution of the Code of Practice to all employees;
3. posting on the website and the company intranet.

#### 14.3 REPORTING

All the addressees - both internal and external - shall report, even anonymously, verbally or in writing, any breaches of this Code of Practice, and any request to breach the same by any person whomsoever, to their supervisor and the Control Committee (Organismo di Vigilanza). Authors of clearly unfounded reports are subject to sanctions.

The EPTA Group safeguards anyone who reports possible violations against any retaliation, keeping their identity confidential, subject to obligations imposed by law.

#### 14.4 BREACHES OF THE CODE OF PRACTICE

Serious and/or persistent breaches of the regulations in the Code of Practice by its addressees harms the relationship of trust established with the EPTA Group and can lead to disciplinary sanctions, compensation for damage and, in cases of serious breach, termination of employment.

Compliance with Code of Practice regulations is an essential part of employees' contractual obligations. The system of sanctions must comply with the provisions of employment law, the specific sector regulations, where existing, collective agreements and the company disciplinary codes.

If the breach of the provisions of this Code of Practice is committed by one or more directors, the Control Committee (Organismo di Vigilanza) will promptly report to the Board of Directors and the Board of Auditors expressing an opinion on the seriousness of the violation. The Board of Directors, after hearing the Board of Auditors opinion, will take appropriate measures.

Conduct perpetrated by third parties, which is contrary to the principles provided for by this Code of Practice, can be punished, ultimately, by the termination of the contract and compensation for any damages arising out of it.

### 15. DURATION

This Code of Practice has been in force since November 20th 2008 and was updated by the Company Board of Directors on July 26th 2012, on March 25th 2014 and on February 24th 2015. It will be periodically revised and updated.