



# TRANSFER OIL

thermoplastic and ptfе hoses – fittings and assemblies

Transfer Oil S.p.A. - via sacca 64 - 43052 - Colorno - Parma - Italy  
tel. +39 0521 3139 - fax +39 0521 814160 - info@transferoil.com - www.transferoil.com  
vat and business register of parma: IT 02306450343 - share capital: EUR 2.500.000 fully paid-up



## The Values and Ethical Code of Transfer Oil S.p.A.

Transfer Oil actively supports compliance with internationally proclaimed human rights initiatives. The integrity, health and welfare of our employees and the environment are one of the primary considerations as we develop our business and our activities.

Transfer Oil activities are governed by the Code of Ethics decided and approved by the Board of Directors in compliance with the Sustainability Model envisaged in the United Nations Global Compact in 2004.

The Company's development strategies pursue various objectives, including continuous improvement in the environmental and occupational health and safety conditions affected by its daily activities. This is in firm compliance with and support of the "Universal Declaration of Human Rights", the "International Labour Organization's Declaration on Fundamental Principles and Rights at Work", the "Rio Declaration on Environment and Development" and the "United Nations Convention against Corruption".

To this end, the Transfer Oil is committed to:

- the management and control of its activities, adopting occupational health and safety rights and environmental policies in compliance with internationally recognised standards;
- the dissemination of occupational health and safety, labour rights and environmental information to its internal and external stakeholders, both by communicating with them and actively co-operating with national and international governing and academic institutions.
- promoting use of the most advanced technologies to achieve excellence in occupational health and safety and environmental protection.
- the responsible use of material resources, in view of achieving sustainable growth that respects the environment and the rights of future generations.
- not using or supporting the use of child and forced labour.
- ensuring equal opportunity, freedom of association and promotion of the development of each individual.
- opposing the use of corporal punishment, mental or physical coercion or verbal abuse.
- the compliance with applicable laws and industry standards on working hours and ensuring that wages shall be in adherence with legal guidelines and be sufficient to meet the basic needs of personnel.
- establishing and maintaining appropriate procedures to evaluate and select suppliers and subcontractors in consideration of their commitment to social and environmental accountability.
- the zero tolerance of all forms of corruption in any jurisdiction, even if such activities are allowed, tolerated or non-prosecutable.
- The involvement of all levels within its organisation and all employees in assuring that responsibilities and operating procedures are precisely defined, appropriately communicated and clearly understood.



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This policy is made publicly available and distributed to all concerned parties.

Transfer Oil is committed to continuously improve its policy and programmes by implementing procedures, rules and regulations designed to ensure that the code of ethics is reflected in the conduct of its employees and collaborators.

The Board of Directors believe that application of these policies, ensures that present and future generations will benefit from improved working and environmental conditions and possess the necessary tools to sustain a better quality of life.

Ferdinando Ferrari  
President

Ugo Ferrari  
Counselor

Massimo Conti  
Counselor