

ETHICS POLICY

All the staff of the ITAM company is committed to conducting their own activities in compliance with the highest ethical standards and Italian laws and Countries in which the Company operates.

The above in adherence to the Code of Ethics of the Italian Association of Chemical Trade (AssICC) to which the Company is associated and in particular in the compliance with National Law 287/90 and the current legislation of the European Community in the field of competition (antitrust).

This code applied to all employees of the Company provides the guidelines followed in the management of business in line with the highest standards and values:

- ITAM has developed with a culture of honesty, integrity and responsibility.
- This code is intended to strengthen and maintain these values over time.
- All confidential information will be considered as such
- Each employee of the Company must treat Customers, Suppliers, Competitors loyally and no incorrect payment must be made for the purpose of obtaining advantages.
- Each employee of the Company is aware of the behavior to be taken in accordance with the laws of competition.
- The Company is committed to conducting its business in accordance with Environmental, Health and Safety Legislation.
- Our organization is ISO 9001 certified and regularly inspected by SGS. Compliance with the requirements of these Standards confirms that business is managed with the methodology of best practice to achieve the greatest customer satisfaction.

Issued in January 2008
Rev.1 of september 2012
Rev.2 of february 2018
Rev.3 of april 2022

Signature of the Delegate

