



Albanova Ethic Driving Code

Albanova assigns particular importance in everyday behaviour and pay attention to:

- 1) Respect to people and workers
- 2) Respect to the security rules regulations
- 3) Respect to the environment

Albanova Driving Code starts from this necessity, and the actors who operate in the environment of Albanova (company, client, suppliers) must respect it, if they wish to remain as partners of Albanova.

Besides the "driving code", we assume to respect and uphold the laws, rules and regulations of the country in which we operate and the code does not intend to replace said laws, rules and regulations.

In details:

1. Respect to people and workers

Maximum respect of "people" in the companies that operate in Albanova Environment:

- No worker could be the object of discrimination for any reason or purpose, race, social class, age, origin, nation, nationality, sex, sexual orientation, handicapped, language, religion, association of labour union belonged to, or other relates to the "person";



- Child labour is absolutely forbidden. Albanova and Albanova's suppliers must conduct its labour practices in strict compliance with International Labour Organisation (ILO) Conventions No.138 (Minimum Age for Admissions to Employment and Work) and No.182 (Worst Forms of Child Labour).
- Working mothers as well as working fathers must be protected in their rights to care about their children and the family;
- The workers who are sick and those who have physical problems must be maintained and protected in their rights.
- Albanova upholds the principles of the Universal Declaration of Human Rights and its subsequent changes.

Albanova has the health and the benefit of workers, those of their families and their children, in heart.

2. Respect to the safety regulations at working place

The safety of workers in the companies of Albanova Environment is of fundamental importance. The workers are our most precious asset. The National regulations of this subject must be absolutely respected by the actors of this field.

The supplier must make great effort to prevent the industrial injury at work.

3. Respect to environment

From the environment that we live, we absorb oxygen and inspiration: Albanova pays maximum attention to the environment using natural and ecological materials and every waste of resources is carefully avoided.

The welfare of future generations depends on our everyday behaviour.



4. The explicit clause of contractual rescission

The present driving code constitutes an integral part of the supply contract with all and any supplier.

Albanova, on the basis of investigations which are regularly carried out with its personnel at the suppliers' companies, reserves to rescind the contract with formal written communication and related evidence to the supplier, in case that the present "code of conduct" failed to be attended by the supplier. Remain the speculation of further actions of retaliation for possible major loss, liability and expenses and others derived from the lack of respect from the part of the suppliers for what agreed upon.