



## FINDER COMPANY POLICY Fundamental Principles

In formulating its company policy Finder always takes into consideration fundamental human rights, labour rights and environmental standards.

Furthermore, we believe that the best way to pursue anti-corruption is through robust, transparent and clear management.

The core of our observance of human rights is through the recognition of the value of each and every person in all areas where Finder exercises its sphere of influence.

By engaging with all its stakeholders, Finder endeavours to achieve the best possible outcome and avoid conflicts of interest.

The majority of Finder's personnel is female - including its Board of Directors - all of whom are able to benefit from opportunities provided by the law and collective bargaining in order to achieve an optimum work / life balance. Specific company provisions are in place to support part-time employment.

Finder rejects all forms of forced or compulsory labour.

Finder rejects all forms of child labour.

Quality and environmental certifications embrace equality in Finder's organizational culture and its true respect for the environment. The effectiveness of these principles is assured by specific methods of supplier evaluation and human resources training activities.

Finder has never received any administrative or legal penalties resulting from the non-compliance of procedures related to industrial process standards or to the materials used.

Finder is an organization with an excellent security system, which protects both personnel and corporate assets. These valued characteristics have been officially recognized by our Customs certification.

Finder has adopted strict rules in its design and development processes in order to prevent the misuse of its products. These are manufactured by Finder S.p.A. and are intended principally for professional use.