

Supplier code of ethics and business conduct

The concepts expressed below illustrate the ways in which we conduct our activities with all the operators such as customers, employees, suppliers and communities involved.

These concepts are deeply rooted in our culture, and serve also by structure for the standards of corporate behavior that we expect from any supplier who does business with us. Compliance with these standards will be one mandatory component of our purchase contracts.

Culture of Respect

STM operates in an atmosphere of respect, courtesy and impartiality.

The same correctness and impartiality must be extended to all suppliers who wish to compete as STM' suppliers. We therefore expect open, honest and timely communication. All the STM suppliers should encourage a positive approach in the workplace not tolerating harassment or discrimination, including those concerning race, color, religion, gender, age or disability.

The power of Collaboration

Successful business relationships are the result of mutual goals and values. We encourage technological innovation that challenges the status quo and helps to hold STM's product leadership model. We consider every relationship with suppliers as an opportunity to expand our company and grow our business. The information provided to us shall be accurate and, upon request, treated as confidential information.

Passion for excellence

STM seeks to be a leader - in serving our customers and advancing technologically.

To expand our competitive position, we expect our suppliers to continually improve their performance to bring added value to all business challenges and opportunities.

Personal integrity

At STM we demand uncompromising ethical standards in everything we do and say, we expect our suppliers to do the same. Our policies prohibit the acceptance of gifts, services

or any good that may influence a judgment, or that of a third party that could reasonably perceive such good as influential for that judgment.

Payments of money, gifts of property or services for the purpose of obtaining business or special consideration are to be considered absolutely prohibited. If an employee STM solicit an entertainment gift or opportunity from a vendor for use personal, the request must be refused. We discourage our employees from buying of goods or services from STM suppliers for personal use, even if paid by the employee himself.

STM recognizes that in some cultures, corporate gifts and corporate entertainment are considered an important part of developing business relationships. It is emphasized that any gift or entertainment must be assessed to ensure that it is in the best interest of the STM, consistent with the STM policies and the relevant local law. No list of ethical guidelines can be considered complete or exhaustive. It is therefore up to those affected by this policy, to avoid the emergence of any misunderstanding between legal and ethical. Proper conduct must reflect common sense, fairness and high standards.

Responsibility towards community and environment

We expect our suppliers to comply with all applicable requirements according to the law and according to the regulations on employment, environment, health and safety.

We will not allow the use of any forced labor, involuntary or child labor by suppliers who supply goods or services to the STM.

We expect your collaboration to ensure compliance with our “Supplier code of ethics and business conduct”. If someone in your company believes that an STM employee or other supplier has violated this policy, please contact the STM at direction@stmpotenza.com. STM will protect anyone who makes a report in good faith.