

# ORGANIZATION AND MANAGEMENT MODEL

## MINI MOG

*N° revision 3 to 10/03/2024*

Document

*MOD CE - Ethical code*

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*Distributed to:*

*Employer, Workers' Safety Representative, MOG Manager, Head of  
Prevention and Protection Service, ODV Member*



***Medana & Visca S.r.l.***

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## 1 - Premise

It is the responsibility of each worker to consult his or her superior for any clarification regarding the interpretation or application of the rules of conduct contained in this Code of Ethics, or in other directives issued by the competent company functions.

Anyone within the organization is required to strictly observe the Code of Ethics as failure to comply constitutes a violation of the "Organization and Management Model" adopted pursuant to art. 6 of Legislative Decree 231/01.

## 2 - Founding elements of the Code of Ethics

The protection of the health and safety of workers in the workplace is a principle of great significance and cultural depth, especially following the transposition of the numerous European directives in the sector. The Company, fully sharing this principle, aims to "work safely", i.e. to ensure compliance with prevention rules and the adoption of "safe" behaviors for the benefit of protecting people and the environment.

The Company therefore guarantees the physical and moral integrity of its employees, working conditions that respect individual dignity and safe and healthy work environments, in full compliance with current legislation on the prevention of accidents at work and protection of workers.

The Company also carries out its activities in technical, organizational and economic conditions such as to allow adequate accident prevention and a healthy and safe work environment to be ensured.

The Company is committed to spreading and consolidating a culture of safety among all its employees, developing risk awareness and promoting responsible and safe behavior by all employees.

## 3 - Risk prevention

Due to the articulation of prevention activities and the organizational structure, the Company adopts a system of delegations of powers and functions, providing in explicit and specific terms for the assignment of tasks to persons with appropriate skills and competence. In relation to the extension of delegated powers, the company adopts and implements this Organizational and Management Model which provides suitable measures to ensure the performance of activities in compliance with the law and the rules of conduct of this Code and to promptly detect and eliminate risk situations.

In particular, the Company undertakes to:

- Eliminate or, when not possible, reduce all health and safety risks;
- Identify risks that cannot be avoided and plan an appropriate prevention and protection program, as well as control;
- Coordinate and collaborate with contractors / subcontracting companies for the overall safety of the activities of any construction sites;
- Adapting equipment and workplaces to the relevant legal provisions;
- Provide adequate personal and collective protective equipment to workers;
- Give adequate instructions to workers and periodically provide training on health and safety protection;

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- To supervise the application of the prevention and protection measures adopted and the behaviour of workers, in order to prevent accidents, accidents and occupational diseases;
- Comply with the relevant legal obligations relating to the protection of the health and safety of workers;
- Collaborate only with qualified suppliers.

**Workers will likewise have to ensure compliance with the following rules:**

- Adopt safe behavior during work, or operate in compliance with company regulations, procedures, instructions, prevention rules in general and this Code of Ethics;
- Avoid behavior that is dangerous to yourself or others;
- Comply with the orders indicated by hierarchical superiors or by the Employer;
- Immediately communicate to superiors any anomaly, criticality or other dangerous situation of which you become aware during work;
- Respect the tasks and operational attributions assigned;
- Give maximum collaboration to the activities or indications of the Prevention and Protection Service;
- Participate with attention and involvement in the organized training activities;;
- Collaborate, with responsible behavior and in compliance with company rules, in the event of an emergency situation alarm;
- Undergo the planned health surveillance;
- Develop full awareness of the implementation of the adopted SGSL, collaborating with the responsible figures to achieve the prevention objectives;
- Report to the SB any situation or critical issue that directly or indirectly may constitute a danger to the health and/or safety of workers or compromise the effectiveness of the SGSL.

**Demonstrate awareness:**

- Quality, Environment and other policies declared by the organization (Safety, human rights, labor standards, anti-corruption);
- Relevant objectives for Quality and the Environment;
- Of its contribution to the effectiveness of the Quality and Environment management system, including the benefits deriving from improved performance;
- The implications of not complying with the requirements of the Quality and Environment management system.

**Collaborators / suppliers must also ensure compliance with the following rules:**

- Adopt safe behavior during their activities, or operate in compliance with company regulations, instructions received, prevention rules in general and this Code of Ethics;
- Respect company and/or site signs;
- Comply with the contractual conditions governing the relationship between the parties and this Code of Ethics;
- In the case of contract, work or supply contracts, respect the prevention indications arising from the cooperation and coordination activities between the parties.

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## 4 - Controls

The Company adopts specific methods for checking the compliance of the conduct of anyone acting for the Company or within it, with respect to the requirements of current legislation, the rules of conduct of this Code and the Organization and Management Model.

Anyone who becomes aware of any violation of the Code of Ethics is required to immediately inform the Supervisory Body.

## 5 - Sanctions

The entire organization, from the employer to the workers, within the various company roles, must be involved and involved in the pursuit of the objectives and in compliance with the rules indicated, as every single behavior that is not ethically correct or safe, could have negative consequences regarding the protection of health and safety.

Compliance by workers with the provisions of the Code must be considered an essential part of contractual obligations pursuant to art. 2104 c.c.

The violation of the rules of the Code by the staff may constitute a breach of the primary obligations of the employment relationship or disciplinary offense, with the related legal consequences as specified in the Disciplinary System.

## 6- Application of the Code

The Code of Ethics applies to the entire organization of the Company and is consequently binding for the conduct of all its collaborators.