

# Our future together

The Supplier Code of Conduct represents the expectations we have for our suppliers, in line with values, principles and standards met by the entire organisation, from the top management to all employees and business partners.

### Labour rights and equal opportunities

We expect our suppliers to treat people with respect, promoting dignity, health, freedom and equality of workers. At Leonardo diversity and inclusiveness are encouraged. We do not accept discrimination against any political organisation or trade union, whether directly or indirectly.

### Forced labour and human trafficking

We expect our suppliers not to be involved in any way whatsoever in organisations trafficking in human beings, forced labour and exploitation of child labour.

### Wages and hours

Our suppliers must ensure that all of their workers receive at least the legally mandated minimum wages and benefits. Working conditions, working time and compensation must be fair, complying with the laws, standards and practices applicable in the countries where the supplier operates.

### Health & Safety

Leonardo spreads and consolidates a culture of safety and protection of workers' health in the workplace, developing risk awareness and promoting responsible behaviour. Our suppliers have to provide a work environment which guarantees the respect of health, safety and personal dignity, in compliance with current regulations regarding Health & Safety.

### Anti-corruption and integrity

Leonardo has zero tolerance for corruption and ask suppliers to comply with all applicable laws and regulations relating to anti-bribery and anti-corruption, including the Company Code of Ethics and the Anti-corruption Code. We expect our suppliers to implement and duly manage adequate and effective internal control and compliance systems for such purposes.

### Gifts, hospitality and facilitation payments

Our suppliers must comply with the Company's conduct on Gifts and Hospitality, must abstain from make any facilitation payments and promptly report to the Company any request or demand for any undue financial or other advantage received.



### Export and trade compliance

Our suppliers must comply with all applicable laws and regulations concerning export licences and other consents in connection with any goods and services transactions for military, dual or commercial use, and transactions in so-called Sensitive Countries or with legal and natural persons subject to restrictive measures.

### Counterfeit parts

Our suppliers should use the best quality goods, materials, standards and techniques, and ensure that all goods and materials supplied, used or transferred to the Company will be free from defects in workmanship, installation and design, as well as free of second hand, counterfeit and/or replica parts.

### Conflict minerals

Our suppliers shall commit to identify with adequate measures and due diligence if the products, components, parts or materials supplied contain minerals (tin, tantalum, gold and tungsten) originating from conflict regions.

### Environmental responsibility

Leonardo promotes actions aimed at controlling the environmental effects of the relevant activities. With this purpose, our suppliers must meet all regulatory obligations regarding environmental compliance and commit to safeguard environment as a primary asset.

### Confidentiality

Our suppliers shall keep in strict confidence all technical or commercial know-how, specifications, inventions, processes or initiatives which are of a confidential nature and any other confidential information concerning the Company's business, its products, services or personal information which suppliers may obtain.

### Whistleblowing

Our suppliers are encouraged to report, even anonymously and without fear of retaliation, actual or potential ethical concern by the Company whistleblowing system.

Suppliers must maintain required official documentation that verifies the respect of the commitments undertaken by accepting the Supplier Code of Conduct. Leonardo reserves the right to review this documentation if necessary.

For help on all purchase services, suppliers may contact the support help desk.

E-mail: [moc@leonardocompany.com](mailto:moc@leonardocompany.com)

Phone: 800 591122 (only from inside Italy)

- +390650264588 (from outside Italy)

This service is available Monday through Friday from 9AM to 6PM. Please feel free to report, even anonymously, actual or potential ethical concern related to the Code, to the Contract or any engagement or relationship with the Company.

Website: [www.leonardocompany.com/report/](http://www.leonardocompany.com/report/)

E-mail: [organismodivigilanza@leonardocompany.com](mailto:organismodivigilanza@leonardocompany.com)

Mail Surveillance Body: Piazza Monte Grappa 4, 00195 Rome, Italy

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This Supplier Code of Conduct sets out minimum standards of behaviour and practices we require from our suppliers. We expect our suppliers to adhere to this Code, in addition to the provisions of the terms and conditions for the supply of goods and services agreed between Leonardo and the supplier.

