



BIMBO ITALIA ETHICAL CODE

The organization of **Consorzio Bimbo Italia**, in the fulfillment of its business mission, recognizes as priority the benefit of the Company and the Associates in the full respect of the ethical values, of the principles of the environmental sustainability and the conditions of health and safety of its workers.

The ethical commitment refers, as application scheme, to the international standard SA 8000, and it is concretized, besides, in the application of a dynamic process growth, and increase of the professional competence of the organization, that can guarantee the stability and the continuity of the Company.

All the workers, the suppliers, and all the stakeholders, have in general the commitment to observe and to promote the followings points, that constitute the Business Ethical Code.

- All the workers of the firm are part of its success, whatever is their age, business seniority, specialization, contractual form; the knowledge of the business processes is therefore a common value, to share, in the respect of the assignments and the specific roles.
- Not any discrimination is accepted, both regarding the sex, race, religion, age or every other form of difference.
- The relationships among the employees, whatever is their hierarchical position, must be associated always to the mutual respect and the civil cohabitation.
- Those people who have positions of responsibility have to employ themselves to always furnish a clear and effective feedback to their collaborators, in the respect of their privacy, directing them to the improvement of their performances; they has to always valorize the positive performances and the results of excellence and being transparent in their evaluations and objective in their judgments; they owe, finally, to sustain and to promote the professional growth in base to the competences and attitudes.
- All the workers of the firm have to always operate in the full respect of the safety rules, using themselves so that these are observed by everybody, and also understood also the correct use of the devices of protection.
- Not any type of coercions they are admitted, mental or physics; it has to be always kept to the first place in the relationships to the inside and the outside of the firm the respect of the dignity and the human nature.
- Al the laws that regulate the relationships of job have to be respected, in terms of schedule, of operational performances and of salary; all the workers have to promote the improvement of the conditions of job and the business climate.
- The workers are free to practice their right to the association, in the respect of the norms.
- The organization doesn't use childlike job, or forced and he actively uses so that its suppliers and the interested parts adopt the same behavior.

Arezzo 3 April '07

The President

IL PRESIDENTE
(Piero IACOMONI)