



GEOMAG™

CODE OF ETHICS

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1. Introduction

1.1 What is a Code of Ethics

The Code summarizes the principles of behaviour that must be applied whilst carrying out business activities, performing tasks and in the internal and external relationships.

1.2 To whom does the Code apply?

The Code applies to all Geomag employees (including temporary and part-time), collaborator and the Board of Directors. However, being a public document, all our stakeholders are aware of it, with the aim of encouraging its adherence.

1.3 What are the consequences for failing to act ethically?

Violation of the Code represents a violation of the employment contract and is therefore punishable as such for employees and the board of Directors.

1.4 Where is it available?

Every employee receives a copy of it attached to the employment contract. It is also viewable online on the official Geomag website.

2. Company principles

2.1 Transparency

We communicate clearly with all our stakeholders and we do not misrepresent our products in the marketing and advertising.

2.2 Open communication and respect

Relations in the company are always based on fairness, clarity and mutual respect; we encourage open dialogue and everybody is encouraged to raise any concern they may have.

2.3 Equity and no discrimination

Geomag offers equal opportunity for the development of its employees and does not tolerate any form of discrimination based on age, culture, gender identity, sexual orientation, race, religion, pregnancy, health, political affiliation.

2.4 Employees' rights centrality

We strive to establish long-lasting relationships with our employees, based on the principle of professional growth.

We guarantee the freedom to belong to Trade Unions.

We guarantee the protection of confidential data of our employees.

2.5 Employees' health and safety

Geomag has established safety programs to provide information and training for safe practices during normal business operations and for emergency situations. Each employee is required to promptly report any safety problems to management, the omission of this report represents a violation of the code of ethics.

Geomag also care about the physical and mental health of its employees, encouraging and promoting specific wellness programs.

2.6 Environment conservation

Geomag is committed to doing its best as we journey along the road of environmental sustainability. We are strongly committed to embracing industrial solutions able to minimize the impacts on the natural environment, such as the circular economy model that leads a lesser dependence on raw materials and we have invested in new technologies in order to save energy and reuse material waste.

Since the conservation of the environment is our priority, we expect our employees to take the same care, through the minimization of energy and water use in our facility, correct recycling...etc.

Moreover, we incentivize car-sharing, the use of low impact vehicles, bikes and electric scooters as means of reaching our office.

Where possible we promote smart-working and a general reduction of business trips.

2.7 Product safety and quality

Safety and quality are fundamental values for Geomag. Our products conform to the most stringent European and International safety standards.

We are all committed to monitoring and verifying that these two characteristics never fail.

2.8 Compliance with laws, codes and regulations

We comply with all applicable local, national and international laws and regulations wherever we do business, with particular reference to those concerning human rights and environmental protection.

We condemn all form of corruption and bribery.

2.9 Suppliers relation

We select our suppliers carefully, through an evaluation of proximity and respect of our values of safety, quality, sustainability and ethics.

3. Reporting concerns

3.1 Reports

Everyone is expected to encourage and promote relationships among their colleagues based on mutual trust and freedom to express personal thoughts and criticisms.

For the same purpose, anyone should feel free to write an email or a letter to the CEO at any time.

3.2 Annual interviews

The directors of the company conduct personal interviews once a year, during which each employee can report any concerns regarding himself, his career inside the company or relation with his colleagues.

3.3 Anonymity

We guarantee an anonymous report service, through the use of the report box.