

**To all employees and collaborators of Stemin S.p.A.,**

The Management informs that, in compliance with the provisions of the ASI certification system, a reporting system is active for all companies within the Group. This system allows for the reporting of potential breaches of company policies and procedures and/or the ethical code adopted by the Group: [www.stemin.it/certificazioni/](http://www.stemin.it/certificazioni/)

The reporting system ensures the highest level of confidentiality and security to protect those who submit a report. Anyone who becomes aware of non-compliant behavior or violations by any individual interacting with the Group's companies may provide information through the following channels:

By email to the dedicated address: [segnalazioni@steminspa.it](mailto:segnalazioni@steminspa.it)

By depositing the report and complaint form in the "reporting box" located near the time clocks in each company

By personally contacting the Ethics/ASI Representative:

Filippo Cornelli ([filippo.cornelli@steminspa.it](mailto:filippo.cornelli@steminspa.it) / +39 342 8084742)

All reports and any suggestions will be carefully evaluated by an interfunctional internal committee. The results of the evaluations will be communicated via the internal portal or posted on the bulletin board.

For any clarification regarding these provisions, you may contact the Ethics Representative, Filippo Cornelli.

STEMIN S.p.A.  
CEO  
Dott. Jordan Foglieni

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**Sede Legale e Amm e Unità Produttiva**

Via Marconi, 67  
24040 Comun Nuovo (BG) - Italy  
T. +39 035 4549040 - F. +39 035 4549043

**Unità Produttiva**

Via Marconi, 41  
24040 Comun Nuovo (BG) - Italy  
T. +39 035 595774 - F. +39 035 334413

**Unità Locale**

Via Kennedy, 4/A  
24040 Ciserano (BG) - Italy  
T. +39 035 4820699 - F. +39 035 4810300



Membro degli Accordi di Mutuo  
Riconoscimento EA, IAF e ILAC  
Signatory of EA, IAF and ILAC Mutual  
Recognition Agreements  
ISO 9001 **SGQ N°044MS:2116817**  
ISO 14001 **SGA N°0044MS:2116819**  
ISO 45001 **SCR N°044MS:2116818**



Organizzazione con CFP Systematic  
Approach certificato da Bureau Veritas Italia  
Spa in conformità alla norma ISO 14067:2018



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