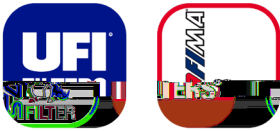




CODE OF ETHICS



Contents

1. Introduction to the Code of Ethics

2. Code of Ethics' Values

3. Relationship with the stakeholders

Valuing Our People

Dealing with Business Partners

Protecting the Workplace and the Environment

Safeguarding Company Information and Assets

Customers

Suppliers

Public authorities and governmental bodies

Universities and other Research Organizations

Industrial Associations and Round Table of Industrialists

Trade Unions and Political Parties

Local communities

Media

4. Compliance with Laws

5. Corporate governance and internal control system, Audit activities

6. Implementation of the Code of Ethics



UFI FILTERS Group Code of Ethics

1. Introduction to the Code of Ethics

Employees



2. Code of Ethics' Values

Innovation

Passion

Excellence

Integrity

Accountability

Diversity

: being one step ahead

: being driven by passion and heart

: delivering superior results, so that we are always chosen by the best



: operating in adherence to moral and ethical principles

: being answerable for our actions and the actions of our teams

: appreciating and valuing our differences



3. Relationship with the stakeholders

Employees

Respect of individuals

Equal opportunities



Hiring

Working conditions and safeguard of Human Rights



Personnel's behavior

Conflict of interest

Outside Activities

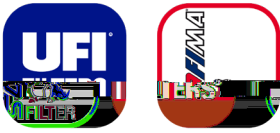
Anti-Bribery and Gifts



Ensuring Health and Safety

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Protecting the Environment



Intellectual Property Rights

Use of IT equipment, internet and e-mails

Information Security and data protection

Accountability and accounting principles







4. Compliance with Laws



5. Corporate governance and internal control system, Audit activities

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6. Implementation of the Code of Ethics