

# Our Commitment to Integrity and Transparency

OEM S.r.l. adopts a **zero-tolerance approach to all forms of corruption**, bribery, abuse of power, or unethical behavior. We believe in doing business with integrity, transparency, and fairness, both internally and in relationships with third parties.

The trust placed in us by customers, partners, and colleagues is reinforced by our strict commitment to preventing conflicts of interest and misconduct.

Built to Connect

Apr. 2025

# Strategic Objectives

- Prevent and combat all forms of active and passive corruption
- Quickly identify potential conflict of interest situations
- Promote ethical and transparent behavior at all organizational levels
- Ensure that all decisions are made solely in the best interest of the company
- Raise awareness and provide training on integrity and responsibility
- Establish clear procedures for reporting and managing irregular behavior



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# Actions Already Underway

OEM S.r.l. has adopted a binding Corporate Code of Ethics, which sets out clear principles against corruption, favoritism, and the misuse of confidential information.

- Confidential channels are in place to allow good-faith whistleblowing, ensuring anonymity, whistleblower protection, and no retaliation.
- Collaborators and strategic suppliers are also selected based on their commitment to legality, integrity, and transparency.
- We have obtained a specific anti-corruption certification, confirming the effectiveness of our risk prevention and compliance system – with a high rating that certifies our reliability.
- Every assignment, decision, and professional relationship is assessed with transparency to avoid favoritism, shortcuts, or personal interests.



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# A Guide for Every Choice

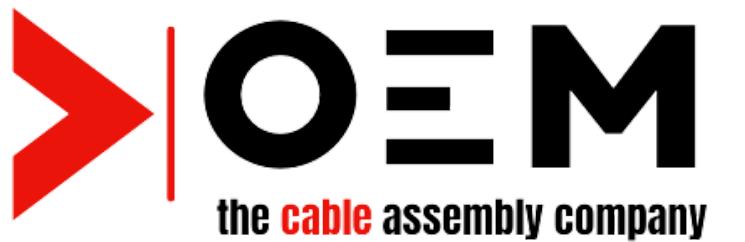
This document is a **daily safeguard of integrity**.

It reminds us that every decision – even the most operational – must be free from undue influence and aligned with our core values.

Only in this way can we build healthy, long-term, trust-based commercial relationships.



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# THANK YOU

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