

## MARINER SPA'S ETHIC CODE

With this document Ceramiche Mariner aims to summarize the ethic code which characterizes its own work, in harmony with its own dynamic and direct nature.

### OUR DNA'S VALUES:

#### ETHIC

Ceramiche Mariner SpA communicates and acts frankly and with transparency towards all the employees, customers and suppliers.

In view of this correct and righteousness spirit, it believes in the mutual interaction of the relationships among colleagues, employees and business partners.

#### RESPECT FOR EVERYONE'S DIGNITY AND REJECTION OF DISCRIMINATIONS

Ceramiche Mariner SpA acts in consistency of freedom principles and respect of everyone's dignity, refusing in its own everyday work, all kinds of discriminations, based on sex, race, language, personal and social conditions, religious belief or political opinions.

#### TEAM SPIRIT

Ceramiche Mariner SpA is constantly ensuring to create and encourage all motivations to engage all actors of the supply chain towards a common goal.

The enterprise ensures comfortable spaces, suitable for work, encouraging and promoting commitment, passion and enthusiasm, which the human resources bring on.

On the other side, the Enterprise expects all the employees and colleagues to be respectful on working areas.

Group cohesion and collaborative approaches are warmly encouraged in everyday company management, developing a widespread sense of belonging.

#### EXCELLENCE

The continuous search of improvement inside Ceramiche Mariner SpA is not a simple catchphrase, but a real boost to excellence in its field.

These results are pursued using, encouraging and rewarding professional capacities of the team members.

Team spirit, which characterizes the Enterprise, and everyone's commitments are an inestimable heritage for Ceramiche Mariner SpA, making the company dynamic and able to realize its own process in a quick and effective way.



**MARINER**

AZIENDA CON SISTEMA DI GESTIONE  
QUALITÀ CERTIFICATO  
UNI EN ISO 9001:2015

**CERAMICHE MARINER S.p.a.**

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## RESPONSABILITY

Ceramiche Mariner SpA believes in respecting each team member's role inside the Enterprise. For this reason, collaboration between colleagues is warmly encouraged and supported, avoiding encroachments, role overlaps and disrespectful behaviors towards other Company's or external figures.

The Management strongly promotes the awareness of each employee to represent part of the image the Company projects on the outside.

## SERIOUSNESS AND CREDIBILITY IN BUSINESS AND INTERPERSONAL RELATIONSHIPS

The Management acts and applies with coherence the ethic principles stated so far, both in business conduction and Company managing.

This behavior allows Ceramiche Mariner's management to be example for colleagues and employees.

## RESPECT OF SURROUNDING, HEALTH AND SAFETY

Ceramiche Mariner SpA is ensuring to reach its own goals, keeping the respect of surrounding at first place.

This foresees cooperation and interaction with the complex social texture, in which the Company acts and lives, along with the steady respect for the environmental protection, intended as ecological heritage and environment resources.

The technological avant-garde, which characterizes the Company, is expressed in a high energetic efficiency, which permits to minimize the environmental impact generated by Ceramiche Mariner Spa's activity.

The company cares about promoting, among the employees, the awareness of the plastic waste problem, encouraging the use of customized water bottles.

The headquarters are equipped with a station for electric/hybrid cars and dedicated parking spots, in order to counter the CO<sub>2</sub> emissions in the atmosphere.

The Management strongly believes and constantly promotes the adoption of all the safety and prevention measures related to safety at work. This will is promoted through continual staff's training and constant high Direction's supervision.

The violation of the Ethic Codes' rules infringes the relationship based on terms of transparency, fairness, loyalty, integrity and credibility between the Company and the employees and can cause, as consequences, disciplinary actions charged to the involved subjects.

The Ethic Code has been published on Ceramiche Mariner SpA's website ([www.cermariner.it](http://www.cermariner.it)), in order to bring it to the attention of employees, suppliers and customers.