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General

Audio Ohm di Tonani Caterina & C. srl is a leading company in the production of electrical equipment for cars. It has been operating in the engineering sector for over thirty years.

Audio Ohm considers sustainability an essential part in all its commercial operations. Audio Ohm is committed to comply with the Code of Conduct that describes its way of doing business, and the Sustainability of Suppliers works alongside it.

Audio Ohm expects Suppliers to follow its sustainability principles when conducting their business.

Applicability

La politica di sostenibilità dei fornitori si applica a tutti i fornitori che forniscono prodotti e/o servizi a Audio Ohm.

Per lavoratori dipendenti si intendono tutte le persone che lavorano per il fornitore, siano esse impiegate direttamente, subappaltate o impiegate da altri enti.

Audio Ohm si aspetta che il fornitore controlli i propri fornitori al fine di garantire l'impegno per la responsabilità ambientale e sociale

SUSTAINABLE PRINCIPLES FOR OUR SUPPLIERS

1. General

Suppliers are required to comply with applicable legislative and regulatory requirements.

2. Work and Human Rights

No one may be hired who has not reached the legal minimum age for employment.

The use of children under the legal minimum age for employment is prohibited.

Employees under the age of eighteen (18) years must not perform dangerous work.

Suppliers shall not engage in or support the use of any form of forced, compulsory, illegal or human trafficking labour.

Work shall be done on a voluntary basis and documents and personal property shall not be confiscated to force someone to work.

Human rights must be respected.

As a minimum, statutory wages must be paid and applicable working time legislation must be followed.

Employees must be free to form and join trade unions and to bargain collectively. No employee shall be discriminated against on the basis of gender, marital or parental status, ethnic or national origin, sexual orientation, religious beliefs, or membership.

politics, age or disability.

Audio Ohm rejects any kind of physical, verbal, sexual or psychological harassment, abuse, threats or intimidation in the workplace, thus ensuring respectful and favourable working conditions in the countries where it operates.

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3. Identity protection and non-retaliation

The right to confidentiality of information safeguards and protects the privacy of individuals by ensuring that everyone can have control over all information and data concerning their personal life.

Everyone can prevent information concerning his or her personal sphere from being disseminated without authorisation and has the right not to have his or her private sphere interfered with by third parties.

All employees, officers and directors have an obligation to report possible violations of this Policy so that these actions can be assessed and Audio Ohm can take the necessary action.

4. Health and Safety

Suppliers must ensure a safe and healthy working environment and take all possible measures to prevent accidents and injuries. Risks and accidents at work must be documented and the necessary measures must be taken to prevent the recurrence of accidents.

Suppliers shall ensure that all employees are provided free of charge with the necessary instructions, training and personal protective equipment necessary to facilitate safe working methods.

5. Anti-bribery and Financial Responsibility

Suppliers shall not engage in or tolerate corruption, extortion, embezzlement or embezzlement of any kind and therefore undertake not to offer or promise bribes or other illegal inducements and not to accept them. In the event of failure to comply with the above conditions, Audio Ohm will be forced to stop its existing business with the Supplier.

Suppliers must comply with all applicable national and international laws on accounting, taxation and transparency and must refrain from any form of tax evasion, avoidance, money laundering or other similar illegal behaviour. This is in order to correctly and truthfully represent the management tools.

6. Anti-counterfeiting

Audio Ohm is committed to ensuring that all its products are of the highest quality and reliability. Therefore, Audio Ohm must prevent the use of counterfeit parts in its products and has procedures to detect and report the presence of counterfeit or suspected counterfeit parts along the supply chain. Suppliers are required to know the source of origin of all components and materials and to guarantee their authenticity. Suppliers must respond to requests for information regarding the source of each component or material.

7. Export controls and economic sanctions

Suppliers must have export control to verify the compliance of non-EU transactions of goods, services, technology and intangible goods (including sums of money) with regulations of the European Union and Italy.

Exports carried out in violation of sector regulations may result in penalties.

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8. Environment

Suppliers must work in a systematic, goal-oriented and proactive manner to reduce environmental impacts, including pollution prevention and waste minimisation.

The activity must be managed in such a way that serious discharges and emissions to soil, water and air are systematically prevented.

9. Disclosure of information

All information provided in tangible and non-tangible form will be expressly identified as confidential and confidential (Our Quality Agreement Reference).

Suppliers must comply with all applicable data protection laws when acquiring, processing, storing or otherwise processing the personal data of anyone, including, but not limited to, those of their own employees and those of customers, suppliers and business partners.

10. Intellectual Property

Suppliers shall comply with applicable national and international intellectual and industrial property laws and regulations. All Suppliers are responsible for safeguarding the intellectual and/or industrial property rights with which they come into direct or indirect contact, therefore any information, project, document, sample, prototype, brought to the Supplier's knowledge shall be considered confidential and treated as such. Each Supplier must ensure that its supply network respects the intellectual and/or industrial property rights of third parties. If a Supplier becomes aware of an infringement of Audio Ohm's intellectual and/or industrial property rights, the Supplier must immediately inform the company itself. The Supplier is forbidden to register in his own name any of Audio Ohm's intellectual and/or industrial property, nor to use Audio Ohm's intellectual and/or industrial property for other purposes than those agreed upon. At Audio Ohm's request or at the end of the supply relationship, the Supplier must return to Audio Ohm the information from which intellectual and/or industrial property rights are derived or destroy them according to Audio Ohm's instructions.

11. Conflicts of interest

Suppliers must inform Audio Ohm if one of their employees has an interest in the supplier's business that could give rise to a conflict of interest. Suppliers and persons acting on their behalf must avoid conflicts of interest relating to their private activities, to entities in which they, their immediate family members or associates have an interest, to their business activities with other parties and to their role in the business relationship with Audio Ohm. Suppliers must inform Audio Ohm of any conflicts of interest as soon as they become aware of them.

12. Non-compliance with Sustainability Policy for Suppliers

If a supplier or one of its subcontractors fails to comply with the obligations set out in this Supplier Sustainability Policy, the supplier shall take appropriate measures to remedy the breach and prevent its recurrence. Audio Ohm reserves the right to terminate the cooperation with any supplier that does not comply with the Sustainability Policy for Suppliers in a persistent manner, or that substantially violates it.