

## FG COSMETICS SRL Code of Ethics

### 1. Introduction

This Code of Ethics defines the principles and guidelines of conduct that all FG COSMETICS SRL employees must follow. Our company is committed to maintaining the highest standards of integrity, honesty, and professionalism in all its operations. All employees are required to read, understand, and comply with this Code.

### 2. General Principles

- **Integrity:** Act with honesty and transparency in all professional interactions.
- **Respect:** Treat all colleagues, customers, and business partners with respect and dignity.
- **Professionalism:** Maintain professional behavior and adhere to industry standards.
- **Responsibility:** Being responsible for one's actions and contributing to the company's success.

### 3. Conduct towards colleagues

- **Collaboration:** Promote a collaborative and mutually supportive work environment.
- **Non-Discrimination:** Avoid any form of discrimination based on race, gender, age, religion, sexual orientation, disability, or any other characteristic protected by law.
- **Communication:** Foster open and honest communication. Report any unethical behavior or violations of this Code.

### 4. Customer Relations

- **Service Quality:** Ensure that all products and services provided are of high quality and meet customer expectations.
- **Transparency:** Provide accurate and complete information about products and services. Don't make promises you can't keep.
- **Privacy:** Respect the privacy and confidentiality of customer information.

### 5. Health and Safety

- **Safe Work Environment:** Maintain a safe and healthy work environment. Follow all safety regulations and report any hazardous conditions.
- **Safe Products:** Ensure that all products are safe for their intended use and comply with all applicable regulations.

### 6. Conflict of Interest

- **Transparency:** Avoid situations that could create a conflict of interest. Immediately inform your supervisor of any potential conflict.
- **Independence:** Do not accept gifts, favors, or other forms of compensation that might influence your professional judgment.

### 7. Confidentiality

- **Information Protection:** Protect confidential company and customer information. Do not disclose sensitive information without authorization.
- **Appropriate Use of Resources:** Use company resources only for legitimate and authorized purposes.

### 8. Legal Compliance

**Laws and Regulations:** Comply with all applicable laws and regulations. Maintain up-to-date knowledge of regulations affecting the cosmetics industry.

- **Reporting Violations:** Immediately report any violation of the Code of Ethics or the law.

### 9. Implementation and Monitoring

- **Training:** Attend all training sessions on the Code of Ethics and company policies.
- **Supervision:** Managers must ensure that all team members understand and comply with this Code.
- **Consequences:** Violations of the Code of Ethics may result in disciplinary action, including termination of employment.

### 10. Conclusion

FG COSMETICS SRL is committed to promoting an ethical and professional work environment. Compliance with this Code of Ethics is essential to maintaining the trust of our customers, business partners, and the community. All employees are encouraged to contact their supervisor or the Human Resources department with any questions or concerns regarding the Code.

