



QUALITY POLICY

Anti-Bribery Policy

The Anti-Bribery Management System (ABMS) of «GLASSART® S.A.» is implemented and maintained to the extent that the company's Management is committed to:

- the prohibition of any form of bribery or suspicion of bribery and zero tolerance for such phenomena
- its compliance with the legislative and other applicable requirements and compliance obligations that govern it (including meeting the requirements of the ISO 37001 standard)
- achieving its anti-bribery objectives,
- encouraging staff to raise concerns, in good faith, and to report any suspected, attempted or actual bribery, or non-compliance without fear of reprisal, to the relevant company personnel,
- supporting the operation and independence of the Anti-Bribery Compliance Officer (ABCO),
- imposing sanctions in case of non-compliance with this policy,
- the provision of the required resources and appropriate means for the training, awareness and participation of staff on anti-bribery compliance issues, aiming at the continuous improvement of the **Anti-Bribery Policy**
- the **Anti-Bribery Policy** extends to all stakeholders involved in the operation of the company, including all types of external partners/suppliers. In the above context, the Company's Management is committed to supporting the

implementation, control and maintenance of the **Anti-Bribery Policy**, which will be periodically reviewed, revised and improved, when necessary, so as to continuously ensure its regulatory compliance with both the applicable legislative framework and this policy.

- The ultimate goal of the company's Management is to carry out all its operations and activities in full regulatory compliance and with zero tolerance for cases of non-compliance against bribery. Compliance with the **Anti-Bribery Policy** is mandatory for all those involved in the company's processes and activities.
- The company's Management is responsible for evaluating the results in achieving its goals and objectives regarding the fight against bribery and for reviewing this Policy for its continued effectiveness and suitability.

Paiania, September 2023