

April 2021

Supplier Code of Conduct



MONTETITOLI

A EURONEXT COMPANY

1.0	Introduction.....	4
2.0	Definitions.....	4
3.0	Our Code of Conduct at a Glance.....	5
4.0	The Code.....	5
4.1	Living the BIG Values.....	5
4.2	Environmental Management.....	6
4.3	Human and Social Rights.....	7
4.4	Diversity and Inclusion.....	9
5.0	Violation of our Supplier Code of Conduct.....	9

1.1 Introduction

A significant proportion of Borsa Italiana Group (BIG) cost base is procured via third party suppliers. These third parties provide a range of services to us, from the delivery of physical commodities such as stationery and IT hardware to the provision of critical market facing services, applications, data and consulting.

The relationship between BIG and our suppliers is an important component in maintaining our unique role at the heart of the world's financial community.

We have a responsibility to ensure that the third parties we choose to do business with, and the manner in which they do business, are a positive reflection on both our brand and corporate values.

The Group plays a vital economic and social role in enabling companies to access funds for growth and development. As such, integrity and trust in our markets, and across the Group, are at the core of what we do. This code sets forth the standards and practices we expect our suppliers to uphold, wherever they are in the world.

We are committed to

- Establishing mutually beneficial relations with our suppliers and business partners and we honour and enforce the terms of the contracts to which we commit.
- Conducting our operations with integrity and in accordance with the principles of fair competition and will not tolerate the offer or acceptance of any gift, hospitality or other inducement designed to influence unduly a decision.
- A zero-tolerance approach to the facilitation of corporate tax evasion.
- A zero-tolerance approach to modern slavery.
- Acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing appropriate, effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- Complying, at a corporate level, with legal and ethical standards relating to fundamental human rights as described in the International Labour Organisation's International Law on forced labour such as the Abolition of Forced Labour Convention, and the Worst Forms of Child Labour Convention.
- Only doing business with organisations who uphold similar corporate and business principles.
- Helping our suppliers to comply with this code. In turn, BIG expects its suppliers to apply this code to its own supply chain.

2.0 Definitions

“BIG” means Borsa Italiana Group including any affiliate companies or subsidiaries, either partly or wholly owned.

“Supplier” means any third-party organisation or individual acting for and on behalf of BIG, or any of its member companies.

“Employees” in relation to BIG means any individual directly or indirectly employed by BIG, including permanently employed or contracted staff, and any representatives or agents appointed to act on our behalf.

3.0 Our Code of Conduct at a Glance

Our Supplier Code of Conduct directly aligns to the principles of our own Code of Conduct and has several main pillars. Each pillar of this code is supported by action statements and behaviours which we expect of our suppliers:

1. Environmental management: we expect our suppliers to collaborate with us in the achievement of our environmental goals, to comply with all applicable laws and to strive for best practice.
2. Human and Social Rights: we expect our suppliers to comply with applicable employment laws and to support the protection of fundamental human rights wherever they operate in the world.
3. Diversity and Inclusion: we expect our suppliers to support a policy of equality and non-discrimination in acting on our behalf but also in all aspects of its own operation.

4.0 The Code

4.0 Living the BIG Values

Our values are the core set of beliefs that drive the way we behave as individuals – and as an organisation.

We expect our suppliers to ensure that their employees and representatives demonstrate these values when interacting with BIG employees, clients and customers and when operating on our behalf:

Integrity - “My word is my bond” - We believe that our commitment to trust and transparency helps to underpin market stability – and differentiates us from our competitors.

Partnership – “We collaborate to succeed”- We believe that our proactive approach to collaboration is the best way to drive long-term growth and success.

Innovation – “We nurture new ideas” – We believe that we will prosper from embracing change and developing pioneering new ideas.

Excellence – “We are committed to quality” – We believe that quality is a cornerstone of successful performance, so we strive to deliver it in all that we do.

In line with our own **Code of Conduct**, we expect our suppliers to commit to:

- Behaving ethically, with integrity and honesty.
- Competing fairly.
- Working in partnership with our people and our customers and avoiding conflicts of interest and abuses of power.
- Providing high quality products, services and value to BIG, and its customers.
- Treating BIG employees and its representatives fairly and with respect.
- Dealing with our business partners, representatives and other third-party suppliers fairly.
- Managing the relationship with the highest standards of corporate governance and best practice.
- Engaging on an “open book” basis with BIG, complying with the requirements of our supplier due diligence, on-boarding and review procedures, and openly providing information to support these procedures when requested.

These principles align to specific behaviours and practices required by BIG suppliers:

- Compliance with applicable current and future competition and fair-trading laws, wherever they do business.
- Compliance with applicable current and future export laws.
- Not offering inappropriate gifts, sponsorships or bribes to BIG employees, agents or clients.
- Not knowingly participating in or facilitating corporate evasion of tax and having reasonable procedures in place to mitigate the risk of corporate tax evasion.
- Compliance with all applicable (current and future) anti-bribery, anti-fraud, anti- tax evasion, anti-bribery and anti-money laundering laws and regulations, wherever they do business, including applicable domestic equivalent laws.
- Avoiding potential conflicts of interest which could, by association, negatively impact on BIG or its employees.

4.2 Environmental Management

Over the last three years, we have achieved considerable improvements in our approach to environmental sustainability. As BIG grows and our property portfolio expands, we are committed to utilising resources in ways that ensure the long-term sustainability and profitability of the business and have a positive impact on the environment. We continue to report our progress to the Carbon Disclosure Project.

We expect our suppliers to support our environmental efforts and align with best practices including the following:

- **Complying with all applicable current and future environmental laws, regulations and standards** including compliance with industry best practice standards for the sourcing of products and materials such as FSC, Fairtrade, MSC, labelling and other standards.
- **Reducing negative environmental impacts** and providing visibility to progress toward this commitment. We expect our suppliers to encourage the use of environmentally friendly technologies and practices and the reduction of negative environmental impacts throughout their supply chain
- **Setting environmental targets:** maintaining environmental policies, objectives or targets which as a minimum include commitments to identify, measure and reduce significant environmental impacts.
- **Report progress:** disclose required information or provide to BIG, as requested, data to demonstrate environmental performance.

4.3 Human and Social Rights

BIG supports the protection of human rights around the world and is guided by fundamental principles such as those in the United Nations Universal Declaration of Human Rights and the International Labour Organisation (ILO) Core Conventions. This support is reflected in our policies and actions in the countries in which we do business. BIG seeks to support human rights throughout our supply chain by encouraging behaviours and practices that are consistent with these principles.

We welcome relationships with our Suppliers as opportunities to improve and evolve practices and behaviours with respect to Human Rights, Modern Slavery and Human Trafficking.

We expect our suppliers to support the following principles in their own organisations and supply chains:

- **Provision of a safe, healthy work environment:** complying with all relevant health and safety laws and providing a working environment, for employees and visitors, that minimises health and safety risks.
- **Freely chosen labour:** ensuring that all work is completed voluntarily. Employees, contractors and agents of the organisation are not forced, bonded, indentured or subject to threat or involuntary labour. They must also be free to terminate their employment with reasonable notice.



- **Avoidance of child labour:** Child labour should not be employed. Many countries have a minimum age for employment for work and those requirements should be respected, and employment should not be allowed before the age for completing compulsory education.
- **Compliance with all applicable wage and working hour laws:** people must not be required to work more than the maximum work week hours established by local law, including overtime, except in extraordinary business circumstances and with the prior consent of the individual. Employees must be compensated appropriately in line with prevailing market conditions or at least the minimum wage required by applicable laws and regulations and provided all required benefits. They must be compensated at a minimum in line with local laws for overtime hours worked.
- **Allow freedom of association:** respecting the rights of workers in relation to freedom of association. Where the right of freedom of association and collective bargaining is restricted under law, the supplier will not hinder the development of alternative means for informing/consulting with employees.
- **Protect the privacy of personal information:** compliance with applicable privacy laws as well as securing BIG data against unauthorised access or use.
- **Treat people with dignity:** protect human rights as described in the United Nations Universal Declaration of Human Rights. Do not tolerate physical violence and threats, corporal punishment, mental coercion, verbal abuse or sexual harassment.
- BIG also recognises the importance of its suppliers as strategic partners and stakeholders affected by our business operations. BIG promotes best practice between organisations and their suppliers.

4.4 Diversity and Inclusion

BIG values diversity as the foundation of innovation. We recruit, employ, promote and reward employees solely on the basis of the qualifications, experience, abilities and competencies required for the role and seek to attract, retain and motivate people from many backgrounds and perspectives.

We will never tolerate bias, discrimination, intimidation or harassment of our people. We expect our suppliers to share and support us in this commitment to diversity and inclusion, and ask our suppliers to commit to the following in their relationship with BIG and also within their own organisations and supply chains:

- **Avoidance of discrimination:** including, but not limited to, discrimination based on race, religion, age, gender, gender identity or expression, sexual orientation, nationality, social or ethnic origin, marital status, pregnancy, disability, HIV, political affiliation, union membership or any other status or characteristic that is not related to the individual's merit or the inherent requirements of the job. Promote a workplace free from harassment, victimisation or any other form of inappropriate behaviour or abuse on any grounds.



- **Actively demonstrate a commitment to workplace inclusion:** documenting a Diversity and Inclusion approach, which at a minimum should include commitments to identify, measure and improve a culture of inclusion for their organisation, wherever they operate in the world.
- **Inclusive supply chain management:** drive active management of downstream supply chains as part of the supplier's commitment to inclusion and diversity, such that the principles of inclusion and accessibility are required throughout their own supply chain. Where possible, work with diverse business and ensure inclusive sourcing activities and decisions are made with regard to supplier selection.

5.0 Violation of our Supplier Code of Conduct

BIG's role at the heart of the world's financial community puts us in a unique and privileged position for promoting sustainability and corporate responsibility. Our goal is to drive excellence in these areas throughout our own organisation, and to support and influence positively the development of these areas in our supply chain.

Integrity and trust are at the core of what we do. We strive only to do business with suppliers who share our commitment.

This Supplier Code of Conduct outlines our expectations for suppliers we do business with; we are committed to supporting our suppliers in this respect, including working together to improve the supplier's ability to meet these expectations. We welcome open, honest discussions with suppliers where they feel they might not be able to fully adhere to the code and the opportunity to explore solutions to these challenges.

However, failure to comply with these standards or with applicable laws and regulation may result in termination as an BIG supplier, where this right has been contractually agreed in advance by both parties, and referral of the matter to local authorities.