

CODICE OF ETHICS

The values of OMB Saleri

“Siamo orientati all’innovazione del prodotto, dei processi produttivi e di organizzazione di fabbrica. Ci ispiriamo alle esperienze umanistiche italiane (Camillo e Adriano Olivetti) e alle tecniche produttive sperimentate in Toyota e nelle fabbriche tedesche (lean production)”.

“La nostra ambizione è di far convivere l’efficienza dei processi di fabbrica con la valorizzazione delle persone, indicando come scopo ultimo del lavoro il benessere dell’uomo”.

“Oltre a generare profitti, un’azienda deve generare “benessere” per le persone e per il territorio, un’attenzione che noi imprenditori possiamo e dobbiamo avere”.

2000 - Paride Saleri

PREMISE

The Code of Ethics represents a concrete and shared commitment that guides every choice and behavior of OMB Saleri, contributing to building a responsible, inclusive and future-oriented organization.

OMB Saleri S.p.A. SB places people, their dignity and development at the center of its activities.

The Code of Ethics is a fundamental tool to promote and guarantee an inclusive, fair and respectful working environment, defining principles and behaviors based on diversity, integrity and collective responsibility.

Our innovation-driven approach guides continuous improvement, with attention to quality, environmental sustainability and the ability to anticipate industrial, environmental and generational transformations.

The objective is to achieve a balance between the company's role and the active participation of people.

OMB Saleri operates in the design and production of valves for HVAC and automotive sectors, including methane, electric and hydrogen mobility systems.

This Code applies to all stakeholders: employees, collaborators, consultants, customers, suppliers and community organizations.

OMB Saleri promotes Diversity, Equity & Inclusion through a dedicated policy.

OMB SALERI ACTIONS

OMB Saleri has strengthened its commitment to social and environmental responsibility.

The Code is inspired by the UN Universal Declaration of Human Rights, ILO principles and OECD Guidelines.

OMB Saleri acts in compliance with freedom, human dignity and diversity, combating all forms of discrimination.

The company is a Benefit Corporation committed to sustainable development and positive social and environmental impact.

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Capitale Sociale 6.629.267 € i.v.

OMB participates in corporate networks and initiatives such as WHP and Welfare Index PMI. Since 2022, the company publishes a Sustainability Report and measures its Carbon Footprint.

VALUES

INNOVATION AND CURIOSITY: we pursue excellence through new solutions.
COMMITMENT AND CONTINUOUS IMPROVEMENT: we guarantee quality through Lean strategies.
COLLABORATION AND RESPONSIBILITY: we promote sharing, respect and accountability.
CENTRALITY OF THE PERSON: we enhance individual potential and well-being.
ESG CONTRIBUTION: we support environmental and social sustainability.

RECIPIENTS

Directors, employees, collaborators, trainees and all third parties interacting with OMB must comply with the Code, consult it regularly and contact HR for clarifications.

RULES

BUSINESS RELATIONSHIPS: transparency, fairness and zero tolerance for corruption.
CONFLICT OF INTEREST: must be avoided unless explicitly authorized.
EQUAL OPPORTUNITIES: no discrimination of any kind.
CONFIDENTIALITY: protection of company data and know-how.
ENVIRONMENTAL PROTECTION: continuous improvement of environmental performance.

HEALTH AND SAFETY

OMB guarantees safe and healthy working conditions, promoting prevention and compliance with regulations.


WHISTLEBLOWING

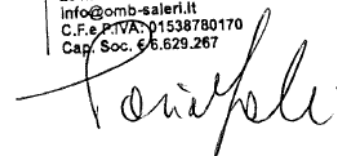
OMB promotes integrity and transparency, encouraging reporting of misconduct in compliance with Legislative Decree 24/2023. Reports can be submitted anonymously through the official channels or the link <https://3.67.6.159>. The whistleblower is protected from any form of retaliation or discrimination.

VIOLATIONS AND SANCTIONS

Violations of the Code lead to disciplinary measures proportionate to the severity of the facts. The Code enters into force on 08/06/2026.
Brescia, 03/06/2026

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