



# FANTANA

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## CODE OF CONDUCT

Fantana's Corporate  
Social Responsibility





Human Rights and Fair Working Conditions



Compliance with Laws



Environmental Responsibility



Reporting Violations



Ethical Business Conduct



Implementation and Responsibility



Protection of Data and Information



Social Responsibility and Collaboration



Health and Safety





## HUMAN RIGHTS AND FAIR WORKING CONDITIONS

We respect fundamental human rights and ensure that no child or forced labor occurs within our value chain. Discrimination of any kind is not tolerated. Our working conditions are based on fairness, safety, and mutual respect. We ensure fair wages and regulated working hours in accordance with legal requirements.





# FANTANA

## COMPLIANCE WITH LAWS

We are committed to complying with all applicable laws and regulations in all areas of our business. This includes, in particular, labor laws, environmental standards, data protection, and ethical business practices. Our partners and suppliers are also expected to adhere to these standards.





# FANTANA

## ENVIRONMENTAL RESPONSIBILITY

We actively support environmental protection by promoting sustainable practices, conserving resources, and using eco-friendly materials. Energy efficiency, waste reduction, and recycling are central to our operations. We strive to continuously reduce our carbon footprint and prioritize environmentally friendly alternatives.





# FANTANA

## REPORTING VIOLATIONS

Anyone who notices a violation of this Code of Conduct is encouraged to report it through a secure and confidential reporting channel. All reports will be taken seriously and investigated. Retaliation against whistleblowers is not permitted.





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## ETHICAL BUSINESS CONDUCT

Integrity and honesty are at the core of our business practices. Corruption, bribery, or unfair business practices will not be tolerated. We are committed to fair competition and transparent communication. Conflicts of interest must be avoided or disclosed. Gifts and invitations may only be accepted within the framework of customary business practices.





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## IMPLEMENTATION AND RESPONSIBILITY

All stakeholders are required to actively implement and respect this Code of Conduct. Violations of this code may result in appropriate consequences. Managers have a special responsibility to exemplify these values and ensure they are upheld in daily operations.





# FANTANA

## PROTECTION OF DATA AND INFORMATION

We handle sensitive data responsibly and implement appropriate measures to protect it from unauthorized access, loss, or misuse. Confidential information is not shared without consent. Data protection policies are strictly followed, and all employees are required to handle confidential data with care.





# FANTANA

## HEALTH AND SAFETY

We promote an open and respectful corporate culture and expect the same values from our partners and suppliers. Our community is based on mutual trust and support. We advocate for diversity, inclusion, and equal opportunities and support social initiatives that contribute to positive societal development.