MAVI TRADE
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The present Code may be subject to periodic review and possible updates or additions by Management.

Our Mission

MA-VI Trade brings good food to kitchens all over the world, putting heart and soul into trading the finest Made in Italy products.
The driving forces behind every one of our choices are high quality, safety, and authenticity.
And so, every day for more than 20 years, we've been taking care of our clients with passion, commitment, and experience.

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Introduction by the entrepreneur

Companies share the values and principles of the communities in which they operate. For those that, like Mavi Trade S.r.l., have the opportunity to express themselves on an international stage, this responsibility is even greater.
The heritage embedded in the company's DNA inspires and sustains its daily work. As a result, its values and principles create awareness of its responsibilities while shaping its medium- and long-term goals.
Mavi Trade has created its Ethical Code as the foundation of the duties of everyone who works and acts on its behalf.
Daily activities and forward-looking actions find in the Ethical Code their guiding star — the reference point that directs and reassures.

Marta Vignati

1. Premise;
2. Guiding values
3. Expected behaviours in compliance with the guiding values;
4. Conduct criteria toward stakeholders;
5. Compliance with the Ethical Code.

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1. Premise

The Mavi Trade Ethical Code is aligned with the United Nations' 17 Sustainable Development Goals and with the strategic framework of the European Union. It is further grounded in the principles of the Fundamental Conventions of the International Labour Organization, the UN Global Compact, and the ethical standards set out by the OECD (Global Legal Standards). All individuals collaborating with Mavi Trade are required to comply with these principles and with the rules herein.

Mavi Trade considers the Ethical Code a foundational element for an ethical, responsible, and transparent professional conduct. The establishment of a shared system of values and behavioural standards is essential for shaping identity, fostering a sense of belonging, and strengthening the company's reputation in its relationships with clients and stakeholders. This system represents a concrete expression of social responsibility and constitutes a strategic dimension of the quality and reliability of professional performance, in accordance with the expectations of Management.

The recipients of the Ethical Code include employees, external collaborators, professional partners, and partner organizations. They hold the moral and professional responsibility to disseminate and uphold the values expressed in the Code as an integral part of their activities. The Ethical Code, while promoting ethical principles, does not replace nor override legal regulations, employment contracts, or internal procedures, all of which remain fully binding.

Mavi Trade is committed to promoting working conditions that safeguard the physical and psychological integrity and dignity of its personnel. Arbitrary or unjust discrimination, undue pressure, or improper constraints are not tolerated. In every decision concerning employment and collaboration, the Company adopts criteria of impartiality, merit, competence, and professionalism as guiding principles.

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2. Guiding Values

I Values orient our behaviours and lead us to choose what we consider most important in life—what motivates us and what we devote our time, resources, and energy to. Our behaviours, only when aligned with our values, allow us to express the most authentic part of who we are, creating a sense of motivation and well-being within the environment in which we operate.

In a professional context, values—when shared and translated into expected behaviours—are not merely words or abstract concepts. They act as a guide and a reference point for our conduct, capable of influencing our daily professional and interpersonal experience and significantly supporting our ability to achieve common goals with mutual satisfaction.

Acting correctly, with the highest integrity and in compliance with rules of conduct, enables us to build, strengthen, and maintain the trust earned with all stakeholders—colleagues, clients, suppliers, and partners—and establishes the foundations for our future success.

Belonging and Loyal Collaboration
Each Recipient contributes to a constructive form of collaboration that promotes well-being and enhances the corporate climate. They commit to fostering loyal and ethical cooperation among colleagues, treating everyone with equal consideration and respect.

They refrain from behaviours that may generate conflict or undermine the principles of equality and fairness. Furthermore, they promote independence, objectivity, and impartiality of thought, applying an analytical and balanced approach in every operational context.

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Trasparenza
Rappresentare in modo chiaro, preciso e puntuale i risultati economico / finanziari all'interno e all'esterno della Società è prioritario. Stimolare il confronto, manifestando anche dissenso rispetto alle decisioni dei superiori in nome di scelte alternative ritenute più idonee, è incoraggiato. Accettare punti di vista differenti e promuovere il cambiamento sono essenziali. Lo scambio reciproco di informazioni a tutti i livelli dell'organizzazione è fondamentale per la trasparenza.

Integrazione
Essere consapevoli di come un comportamento si inserisca in un quadro più ampio di relazioni è cruciale. La cooperazione trasversale tra le funzioni aziendali in direzione di un obiettivo comune è incentivata. L'incremento dell'efficienza e l'incoraggiamento del cambiamento, con una minimizzazione della duplicazione degli sforzi, sono obiettivi da perseguire.

La responsabilità sociale
Ogni Destinatario agisce con trasparenza e lealtà nel ruolo e nelle attività assegnate, rispettando tempi e risultati attesi. Contribuisce allo scambio di informazioni interne, sostenendo il miglioramento continuo degli standard professionali. Orientato al cliente, promuove i valori della Mavi Trade e si fa garante della credibilità della stessa sul mercato e verso i partners.

La voglia di migliorarsi
Ogni Destinatario dimostra appartenenza con un comportamento professionale, interpretando le esigenze di cambiamento della Mavi Trade. Sviluppa consapevolezza della responsabilità di operare in autonomia, basandosi sul confronto e sull'espressione continua di flessibilità. In ogni situazione, anche privata, mantiene un comportamento etico e anticipa eventuali situazioni dannose per l'immagine della Mavi Trade.

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Transparency
Presenting economic and financial results clearly, accurately, and consistently—both inside and outside the Company—is a fundamental priority. Encouraging open dialogue, including the expression of dissent toward decisions made by superiors when proposing alternative options deemed more appropriate, is supported.
Accepting different perspectives and fostering change are essential. Mutual information sharing at all levels of the organization is a key element of transparency.

Integration
Being aware of how individual behaviours fit into a broader network of relationships is crucial. Cross-functional cooperation toward shared objectives is encouraged.
Increasing efficiency, promoting change, and minimizing the duplication of efforts are goals to be actively pursued.

Social Responsibility
Each Recipient acts with transparency and loyalty in their role and assigned activities, respecting timelines and expected results.
They contribute to the internal exchange of information and support the continuous improvement of professional standards. With a client-oriented approach, they promote Mavi Trade's values and act as guarantors of the Company's credibility in the market and with partners.

Commitment to Improvement
Each Recipient demonstrates a sense of belonging through professional behaviour, understanding and embracing the Company's evolving needs.
They develop an awareness of their responsibility to operate autonomously, supported by dialogue and by the continuous expression of flexibility. In every circumstance—even in personal contexts—they maintain ethical conduct and proactively prevent situations that could harm Mavi Trade's image.

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Confidentiality and Privacy
Each Recipient ensures the confidentiality of sensitive information and is committed to maintaining the integrity and preservation of data even after the termination of their assignment.

3. Expected behaviours in compliance with the guiding values

The guiding values form the foundation of the daily behaviours expected from all Recipients of this Code. Management encourages the fullest adherence to the following principles.

Corporate Culture and Engagement

Engagement and Corporate Identity:

- Recognising oneself as part of the company and acting in pursuit of shared objectives.
- We consistently honour our commitments and the promises we make.
- We foster a positive environment based on trust and collaboration.
- We cultivate the pleasure of working together, even in challenging moments.

Adaptability and Professional Growth:

- We respond constructively to change.
- We seek opportunities and stimuli to improve our knowledge and professional skills.
- We promote self-improvement and empowerment processes.
- We base our relationships on loyalty, openness, and transparency.
- We remain open to accepting others' ideas and proposals.

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Information Management and Problem Solving

- We address problems with method and with a genuine intention to resolve them.
- We define priorities in the organization of our work.
- We gather and process information in order to share it with colleagues and partners.

Responsibility

Assumption of Responsibility:

- We carry out our tasks with commitment and dedication, taking responsibility for our actions and always choosing the simplest and most efficient solution.
- We do not delay nor delegate to others activities or decisions that fall within our remit.
- We address, manage, and resolve conflict situations by acknowledging our own responsibilities when applicable.

Professionalism, Excellence and Competitiveness

Building Relationships and Innovation:

- We build trusting relationships with our collaborators.
- We adopt processes and procedures that simplify daily work activities.
- We pursue excellence and competitiveness in the market by offering high-quality products and services.

Humility

Teamwork and Ethical Behaviour:

- We work with a team spirit and a collaborative attitude.
- We promote a culture focused on action rather than appearance.
- We encourage active listening and the ability to motivate and lead by example.

Transparency

Open Relations with Stakeholders:

- We engage openly with external stakeholders.
- We develop long-lasting relationships based on trust and transparency.
- We engage with our stakeholders on issues related to sustainability and corporate social responsibility.

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Honesty and Anti-Corruption

Ethical Conduct and Anti-Corruption:

- We do not exploit, for personal benefit, business opportunities intended for Group companies.
- We do not accept donations, favours, or goods of any kind.
- We immediately report to our Supervisor and the Human Resources Department any promise, offer, or request for bribes.

Environmental Responsibility

Responsible Resource Management:

- We use resources responsibly, contributing to sustainable development.

Confidentiality

Confidentiality and Privacy Compliance:

- The Group complies with privacy regulations and protects personal data.
- We do not use information obtained through our role for improper or unauthorized purposes.
- With the exception of trade union rights, we refrain from making public statements that may harm the Company's image.

Protection of Human Rights and Development of Human Resources

Safeguarding Human Resources and Human Rights:

- The Group safeguards and values the human resources it employs.
- The Group pursues and supports the protection of human rights.

Corporate Reputation

Protection of Reputation:

- The Group safeguards and protects the corporate reputation and that of all collaborators.

We avoid any activity incompatible with the proper performance of our duties or that may harm the interests or image of the Company.

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4. Conduct criteria toward stakeholders

Mavi Trade pursues growth while respecting the expectations of its stakeholders, adopting specific criteria for each stakeholder group:

Financial Community

Mavi Trade's dialogue with the financial community is based on transparency, prompt communication, and accuracy.

Environment

Mavi Trade conducts its activities with full respect for the environment, adopting sustainable practices aimed at reducing waste and preserving natural resources.

Clients

Mavi Trade develops innovative products and services, anticipating consumption trends and customer needs.
Client management is characterized by prompt, competent responses and by an approach based on maximum collaboration.

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Human Resources

Mavi Trade recognizes the centrality of human resources, firmly believing that the primary factor in any company's success is the professional contribution of the people who work within it, in an environment based on loyalty and mutual trust.
Any omissions, alterations, or errors must be promptly reported to one's supervisor.
Mavi Trade safeguards health, safety, and hygiene in the workplace by promoting a culture of safety grounded in prevention and in the effective management of professional risks.
Each employee is responsible for the Company's assets entrusted to them and for their proper use. Employees are expected to take care of the tools assigned to them and ensure appropriate maintenance.
Respect for workers' rights is fundamental to the Company's operations.
Mavi Trade requires behaviours guided by mutual respect, integrity, and the dignity of each individual.
The management of employment relationships aims to ensure equal opportunities, support each person's professional development, and value diversity—ultimately contributing to an inclusive work environment.

Suppliers and External Collaborators

Suppliers and external collaborators play a significant role in enhancing the Company's overall competitiveness.
The relationships between Mavi Trade and its suppliers and external collaborators are guided by loyalty, impartiality, and equal opportunities toward all parties involved.
Mavi Trade requires its suppliers and external collaborators to comply with the principles and provisions set forth in this Code.

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Community

As far as within its means, Mavi Trade aims to contribute to the economic well-being and development of the communities in which it operates, supporting social, cultural, and educational initiatives that promote the value of the individual.
Mavi Trade does not sponsor nor associate itself with initiatives that have political propaganda purposes.

Competitors

Mavi Trade promotes fair and honest competition, conducting its activities with a strong focus on innovation, quality, and performance. The Company refrains from unfair commercial practices. Every employee is required to respect these principles, ensuring ethical and responsible corporate conduct toward all stakeholders.

5. Compliance with the Ethical Code

LMavi Trade considers the Ethical Code as a tool for promoting ethically positive behaviours, choosing not to adopt a formal and punitive sanctions system in order to ensure its effectiveness and practical application.
It is important to note that any violation of the principles contained in the Code constitutes a serious breach of the relationship of trust between the Recipients and Mavi Trade.
Management will review each case individually, assessing the specific circumstances that led to behaviours in conflict with the ethical principles. Consequences will be determined based on the severity of the violations and the explanations provided by the involved party.
In cases where there is uncertainty regarding the appropriate conduct to adopt, employees are required to consult their direct supervisor or the Human Resources Department for clarification and support.
Mavi Trade emphasises the importance of a shared commitment to upholding the Ethical Code in order to maintain an ethical, transparent, and trustworthy working environment.