



STATEMENT OF CONFIDENTIALITY AND IMPARTIALITY

Confidentiality

The Management of Innovhub Stazioni Sperimentali per l'industria S.r.l. commits itself to guaranteeing confidentiality of all the information collected from or generated during the activities performed in favour of Customers, such as data concerning samples and tests, technical or commercial documentation, and treating them as "business secrets". Customers' intellectual property rights and any other right on supplied documentation will also be protected by secrecy.

All laboratory staff members pledge to respect their confidentiality obligation by signing a specific non-disclosure and impartiality statement. Maintenance, protection and access to the information provided by Customers are regulated by the confidentiality procedures established by the Company.

In the event the Laboratory becomes legally compelled, or is authorized by contract, to disclose confidential information to third parties, the Customer or any other party involved shall be given notice of such disclosure, provided this is not forbidden by law.

Should confidential information concerning the Customer be provided by other sources, the Laboratory commits itself to treat such information as confidential and not to disclose it. Also, the very identity of the source shall be considered as confidential and, as such, it will not be disclosed to the Customer, unless otherwise agreed between the parties.

Impartiality

Innovhub Stazioni Sperimentali per l'industria S.r.l. is aware that impartiality is one of the basic principles that a testing laboratory must respect.

The Management of Innovhub SSI commits itself to ensuring that all business activities are accomplished with impartiality and objectivity in the absence of conflicts of interest, biases or prejudices and are perceived as such by the parties involved. To this end the Management commits itself to ensuring that the Company:

- operates according to impartiality-oriented business organization criteria;
- adopts policies and procedures that guarantee impartiality and objectivity throughout the flows of activities;
- has the testing activities run by staff technicians free from any kind of external pressure that might compromise impartiality;
- binds the staff to the observance of the impartiality requirement by asking them to sign a non-disclosure and impartiality statement that specifically mentions the obligation to inform the Company of the



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occurrence of any conflict of interest situation and the prohibition to take part in external activities that might lead to doubts about their impartiality, judgement and professional integrity;


- provides the results of testing services by means of test reports based on objective data following the authorization of a supervising staff member who is not involved in the test execution;
- handles Customers' requests promptly and fairly;
- draws up contracts with Customers for testing services adopting an objective approach for the evaluation of technical aspects, such as applicable standards, staff technical competence, means and resources available, and working out an *ad hoc* economic estimate based on the price list in force.

To guarantee the safeguard of the impartiality requirement, Innovhub SSI conducts an accurate analysis of risks for impartiality evaluating such parameters as severity, occurrence probability and detectability. This analysis is run at least once a year and whenever the need arises. In the event a risk for impartiality is ascertained, Innovhub SSI promptly adopts management procedures to eliminate or minimize it.

The present declaration is made public on the Company's website and sent to all the employees.

Milano, 06/11/2019

The General Director
Mr. Attilio Martinetti



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