

	CODE OF CONDUCT	<i>Date:</i> 06/11/2017
<i>Prepared by:</i> Management	<i>Approved by :</i> DdL Mr. Redini Marco	<i>Rev.:</i> 01

With this Code of Conduct TRERÈ INNOVATION S.R.L. UNIPERSONALE declares to fully respect the human rights, the main labour standards as well as the environment.

We share with our partners and customers the common goal and commitment for ensuring a high level in the social, ethic and environmental standard.

The aforesaid is guaranteed by this Code of Conduct through which we are committed:

- a. to ensure fair and respectful relations with our personnel
- b. to ensure ethical conditions of employment to all our employees
- c. to ensure freedom of association to our employees, as well as the recognition of the right of assembly and to establish or join any organizations connected with the field of industry.
- d. to reject all forms of child labour and to exclude overtime beyond the limits set forth by Italian laws;
- e. to ensure that adequate measures are in place in order to guarantee safe conditions in the workplace and final products which are safe and not harmful to human health;
- f. to develop and use environmentally friendly technology and chemicals;
- g. to take measures for the efficient use of the resources and for a more environmentally friendly use of chemicals;
- h. to dispose waste in a responsible manner by supporting and encouraging a precautionary approach to environmental challenges;
- i. to keep correct behaviours and attitudes in the workplace by working against any forms of corruption and its causes.

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- j. to ensure that the behaviours in the workplace are based on integrity and honesty, contractual fairness and full compliance with all legal requirements as well as with the criteria of the STeP requirements provided for by OEKO-TEX ®.

This **Code of Conduct** is based on the Ten Principles of the “United Nation Global Compact”, an initiative that recommends all companies to pay the utmost attention to Sustainability and Social Responsibility.

Our aim is integrity and transparency in our production processes so as to gain the trust of our customers, stakeholders and employees.

- k. For this reason we believe that being made aware of any non-compliance, specifically any infringement to this **Code of Conduct**, is essential.