

	CODE OF CONDUCT	Date: 08/05/2020
Prepared by: Management 	Approved by: DdL Mr. Redini Marco 	Rev.: 04

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 basic requirement is compliance with the national laws and regulations in force in Italy and in the countries in which production is carried out for TRERÈ INNOVATION.

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

a. to ensure fair and respectful relations with our personnel. Avoid preferences for people based on sex, age, religion, race, caste, birth, social background, disability, ethnic and national origin, membership of

unions or other legitimate organizations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, illness or any other condition that may give rise to discrimination.

- b. to ensure ethical conditions of employment to all our employees. We avoid any form of slavery, forced or bonded labor, the result of illegal trafficking or unwillingness. We ensure that workers are not required to work for more than 48 hours a week, rest breaks are guaranteed on each working day and the right to at least one day off every seven days, unless the exceptions defined in the collective agreements apply . All disciplinary procedures are established in writing and must be explained verbally to the workers in clear and understandable terms.
- c. To commit to keep our supply chain free from minerals (Tantalum, Tin, Gold, Tungsten) which are covered by laws and regulations concerning sourcing from conflict areas.
- d. 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.

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- e. to reject all forms of child labour and to exclude overtime beyond the limits set forth by Italian laws;
- f. 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; complying with health and safety at work regulations or international standards in which national legislation is weak or insufficiently applied. We guarantee that there are systems to detect, assess, avoid and respond to potential threats to workers' health and safety. We take effective measures to prevent workers from having accidents, injuries or illness, arising from or associated with work. We take all appropriate measures within our sphere of influence to ensure the stability and safety of the equipment and buildings they use, including the residential facilities for workers provided by the employer and to protect against foreseeable emergencies. We respect the right of workers to leave the premises from imminent danger without asking permission. We guarantee access to safe drinking water, safe and clean

- catering and rest areas, as well as clean and safe food cooking and storage areas. Furthermore, we provide free personal protective equipment (PPE) to all workers.
- g. to develop and use environmentally friendly technology and chemicals;
- h. to take measures for the efficient use of the resources and for a more environmentally friendly use of chemicals;
- i. to dispose waste in a responsible manner by supporting and encouraging a precautionary approach to environmental challenges;
- j. to keep correct behaviours and attitudes in the workplace by working against any forms of corruption and its causes. We avoid the falsification of information and false declarations in the supply chain. The collection, use and other processing of personal information comply with privacy and security data protection laws and regulatory requirements.
- k. Reducing the environmental impact applied to materials of animal origin results in the prohibition of carrying out tests on animals, using products from alligators, crocodiles, lizards, marine mammals, ostrich, freshwater

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pearl mussels and snakes, to use natural fur and leather from domestic animals, feathers and pens obtained from live animals, ostrich, peacock or marabou feathers, any type of rabbit hair including angora, sheep's wool from molested animals, to use viscose from responsibly managed forests.

- l. not to supply or sell goods that have pornographic, discriminatory, politically extreme or glorifying violence and prints and / or illustrations. Articles describing cruelty, bestiality, rape, incest, sadism, masochism, graphic violence or degradation are not allowed.
- m. not to use cotton produced in Uzbekistan and Turkmenistan (where forced labor is allowed) and not to carry out sandblasting treatments on fabrics.
- n. 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 by OEKO-TEX®.

This **Code of Conduct** is based on National Collective Labor Contractor and 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.

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