



COMPANY CODE OF ETHICS

1-PRELIMINARY STATEMENT

Work culture, research, continuous investments distinguish our company: all of this has made the name TINTORIA EMILIANA to become a worldwide recognized "brand". With the aim of safeguarding the activity and the prestige acquired over the time, TINTORIA EMILIANA SRL, considers it necessary to impart, through a code of conduct, the principles of fairness and consistency that distinguish it, and to call all the internal and external collaborators to the observance of the principles themselves, in order to create a common culture within the Company aimed at achieving the best economic result, respecting and protecting the fundamental human rights, the dignity of the person, ethical and moral principles, the workplace and environment.

2-RECIPIENTS

All employees, associates and consultants are obliged to perform their function according to the principles of honesty, fairness and professional commitment, as well as maintaining a personal conduct that is righteous, balanced and respectful towards third parties. Any action, operation or activity must comply with the rules of correctness, transparency and truthfulness, as well as with company procedures.

Tintoria Emiliana therefore undertakes to ensure the maximum circulation of this Code of Ethics, also through the use of appropriate cognitive tools, and to raise awareness of its contents.

3-BASIC PRINCIPLES

To achieve its objectives, TINTORIA EMILIANA complies with the following principles:

- Compliance with the laws and regulations in force in all the countries in which TINTORIA EMILIANA operates
- Impartiality in the treatment of employees, associates, customers and suppliers
- Transparency and reliability
- Honesty, fairness and good faith
- Confidentiality
- Recognition of the value of the person and of human resources
- Respect and protection of the environment

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4-OBLIGATIONS OF EMPLOYEES AND COLLABORATORS

The recipients, in the activity carried out in the interest of TINTORIA EMILIANA, therefore have the obligation, in compliance with the fundamental principles of this Code of Ethics to:

- Observe the regulations of the Code of Ethics
- Refrain from taking decisions contrary to or in conflict with the Code of Ethics
- Refrain from incorrect behavior towards colleagues, customers, suppliers
- Avoid any form of discrimination based on race, nationality, gender, age, physical disability, political or social opinions, and religious beliefs.
- Adopt and observe all the measures required by the regulations to protect health and safety at work
- Avoid situations that may lead to conflicts of interest
- Do not disclose company secrets

In observance of the laws and in compliance with this Code of Ethics as well as basic behavioral rules, the recipients are required to act with impartiality in the best interests of the company, refraining from carrying out activities contrary to the interest of TINTORIA EMILIANA, making decisions with rigorous professionalism according to unbiased and neutral criteria and evaluations.

The work performance must be carried out with the utmost commitment, diligence, professionalism, transparency and reliability, in a spirit of mutual respect and collaboration. The recipients are to avoid, and in any case are required to report, situations and / or activities that may lead to conflicts of interest or that could interfere with their ability to make impartial decisions, in safeguarding the interests of TINTORIA EMILIANA. Recipients are required to provide truthful, accurate information, but with maximum attention to confidentiality obligations.

TINTORIA EMILIANA, recognizing confidentiality as a fundamental and necessary rule for every conduct and behavior, guarantees the confidentiality of the information in its possession in compliance with the current legislation regarding privacy.

No employee can derive any benefit from the use of confidential information or communicating information to others.

Communications to third parties must take place through authorized subjects and in compliance with company regulations.

The recipients are required to carry out all activities in compliance with the safety and protection of the workplace and the environment, according to their training and based on the instructions received from their supervisors, not hesitating to ask for clarifications and explanations.

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5-COMPANY COMMITMENTS

5.1-Respect and protection of the individual

The company recognizes the centrality of human resources and undertakes:

- To promote a work environment aimed at respecting the dignity and personality of the individual. No form of irregular work is tolerated.
- To the prevention of discrimination and abuse
- The definition of roles, responsibilities and delegations, in order that each individual can make the decisions that is responsible for
- Professional growth through training courses

5.2-Respect and protection of the environment

TINTORIA EMILIANA expresses its sensitivity towards the issues concerning the environment, therefore:

- Promotes activities and production processes that are as compatible as possible with the environment through the use of increasingly advanced technologies
- Evaluate the chemical products before the purchase, which must have characteristics in line with the certifications recognized by ZDHC.
- Manages the waste produced during the production process in compliance with current regulations, including registration and authorizations
- Performs monitoring of waste water and emissions into the atmosphere
- Adopts all necessary measures to strengthen the protection of human and environmental health from the harmful effects of chemicals.
- No Ozone harmful / damaging substances are used in the production process
- Collaborate with external stakeholders to optimize the management of corporate problems

5.3-Health and Safety of workers

TINTORIA EMILIANA guarantees working conditions that are respectful of individual dignity and ensures a working environment in compliance with the regulations on accident prevention, health and hygiene in the workplace.

Periodic courses will be organized in order to raise awareness and spread quality safety culture and awareness of the risks connected to the work activity carried out.

All employees are required to behave responsibly in compliance with the Security System and company procedures.



Each employee is required to personally contribute to maintaining the safety and quality of the work environment in which he operates, scrupulously adhering to the Security System, the use of PPE and company procedures

Employees must be an active part of the system, thus identifying any related dangers and risks and be able to apply control measures. They must be aware, in the workplace, of the consequences of their behavior related to health and safety for themselves and for other workers.

5.4-Correctness and transparency of information

In respect of transparency and correctness, TINTORIA EMILIANA guarantees:

- The reliability and correctness of accounting records and the safeguarding of company assets
- Compliance of accounting and tax requirements in compliance with current legislation
- That each transaction or transaction must be correctly recorded in the company accounting system according to the legal criteria and accounting principles applied and must be authorized, verifiable, legitimate and congruous

Within itself there is a control system suitable for guaranteeing and protecting company assets

Furthermore, all employees and collaborators are required, with respect to their competence, to responsibly guard corporate assets that are material, immaterial or instrumental without making improper use of them.

6-INTERNAL RELATIONSHIPS

TINTORIA EMILIANA promotes the value of the human being and is against racial, gender, age, nationality, political, trade union and religious discrimination.

TINTORIA EMILIANA also recognizes, in the workplace, the professionalism and experience of each individual employee or collaborator, encourages the sharing of information and the transmission of skills.

The relations between the recipients must be based on mutual respect, sincerity, honesty, correctness and good faith.

TINTORIA EMILIANA also requires all the recipients to work in a team, always putting the company's aims above personal one.

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7-RELATIONSHIPS WITH SUPPLIERS

TINTORIA EMILIANA recognizes its suppliers as a necessary and fundamental resource for the achievement of its objectives.

Relations between recipients and suppliers must be based on mutual respect, sincerity, honesty, correctness and good faith.

The choice of suppliers and the formulation of conditions for the purchase of goods and services must be guided by criteria of competition, objectivity, fairness, impartiality, equity in the price and in the quality of the goods and / or service.

8-RELATIONS WITH CUSTOMERS

TINTORIA EMILIANA aims to pursue the satisfaction of its customers both in terms of quality and service.

Relations between recipients and customers must be based on mutual respect, sincerity, honesty, correctness and good faith.

Customers must be guaranteed, with great transparency, a comprehensive and accurate information on products and services, so as to allow them to make informed choices.

9-CONFLICT OF INTEREST

In any corporate environment, recipients must behave correctly and transparently, with a strict prohibition to request or offer illegitimate favors.

In relations with third parties, be they customers or suppliers, it is absolutely forbidden to offer or accept money or gifts of any kind, even personally, in order to give or obtain undue advantages of any kind; are also expressly prohibited all acts aimed at corruptive practices of any kind against third parties, both private and public.

Recipients should not be involved in events related to money laundering from illegal activities.

The acts of commercial courtesy offered or received by third parties are allowed provided they are of modest value, so as not to compromise the integrity and reputation of the recipient and not to influence their personal and independent judgment.

The recipients are invited, in case they become aware of infractions to the above directives, to report them to the email address segnalazioni@tintoriaemiliana.it