



SERIDE srl

CODE OF ETHICS

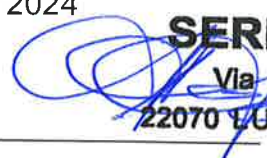
in accordance with the requirements FOR TEXTILE



Rev. 3 dated 01/03/2024

Approved by the Board of Directors on (date) 22th March 2024

Signature of Chairman of Board of Directors

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1. INTRODUCTION

1.1 OBJECTIVES

The present Code of Ethics identifies ethical and moral principles, values and rules of conduct that inspire For Textile Companies as well as all individuals collaborating with them.

The objective of this Code of Ethics is to clearly define the set of values that the For Textile certification system and its companies acknowledge, respect, and agree upon.

For Textile Companies adheres to principles of continuous improvement of workplace health and safety, the environment, sustainability, and social responsibility.

For Textile Companies follow ethical principles to protect textile products in terms of technology, performance, and ecotoxicological properties. They also protect chemicals, formulated products, and dyes in terms of ecotoxicological properties.

Another objective is to prevent illegal actions or irresponsible behaviours relating to the business of For Textile Companies that could be committed in the interests or advantage of such Companies.

All actions, operations, relations, and transactions conducted by For Textile Companies are guided by the ethical principles and rules of conduct outlined this document.

Internal monitoring methods and measures are identified to ensure compliance with the present Code of Ethics.

1.2 RECIPIENTS AND SCOPE

This document is addressed to the companies in the For Textile certification system (exclusively owned by *Centro Tessile Serico Sostenibile*). This document is used to regulate the principles of conduct and action that shall govern the activity of every administrator, manager, employee, partner, supplier, consultant, or anyone else who works with For Textile Companies.

The application of such principles is a fundamental requirement to join the For Textile certification system. Furthermore, adhering to the values and principles outlined in this document is an essential condition to establish partnerships and other forms of collaboration with third parties.



All For Textile Companies shall show full moral integrity and transparency when conducting their business. This means that they shall:

- Comply with the policies and procedures of the Certification Disciplinary Code;
- Comply with regional, national, and European legislation or the legislation of any other country when they operate in it;
- Communicate transparently with public authorities and other parties;
- Be accountable for their actions.

The present Code of Ethics is addressed to the Companies belonging to the For Textile certification system and that conduct the following activities:

- Produce directly or indirectly or market textiles and/or accessories as per the "Technical Card For Textile";
- Perform one or more phases of the processes contributing to the creation of products referred to in the "Technical Cards For Textile" or supply related products or services;
- Produce or market chemical products, formulations, or dyes in compliance with Technical Card For Textile No. 24.

2. GENERAL PRINCIPLES OF CONDUCT

The following Principles of Conduct are the cornerstone for all For Textile Companies and all employees shall take them into consideration to work with passion, enthusiasm, and positive energy.

OECD Guidelines

All For Textile Companies, when conducting their business, shall accept and implement the principles outlined in the OECD Guidelines.

Professional commitment

For Textile Companies operate professionally to achieve their specific objectives.

This is essential to ensure that all employees and partners can harness their skills and experience as well as improve over time also thanks to continuous training and upskilling programmes.



A people-centered approach

For Textile Companies adopt a people-centered approach because people are key in achieving success. Therefore, it is of paramount importance to promote healthy, non-discriminatory, and fair workplaces where cooperation and teamwork can thrive and where human rights are protected.

In particular, For Textile Companies:

- Reject any type of forced, illegal, undeclared, and child labour;
- Reject any behaviour that may give rise to physical or psychological harm, constriction, harassment, bullying, power abuse or mobbing;
- Reject any type of harassment and consider unacceptable and prohibited any behaviour that may make someone feel uncomfortable or scared;
- Promote fair, equal, non-discriminatory workplaces where dignity and freedom are respected;
- Promote equal opportunities for all employees and applicants;
- Respect workers' rights and trade union freedoms ensuring that their employees are free to join trade unions without being subject to any form of influence or interference.

Trade union representatives should not be discriminated because of their role;

- Promote a level-playing field in terms of wage, role, commitment and achieved results;
- Reject any form of discrimination and unequal treatment based on age, gender, ethnicity, religion, language, political beliefs, disability, union membership;
- Ensure that every employee has equal opportunities and conditions to access top positions.

Behaviours such as sexual and psychological harassment, psychological violence, mobbing, job strain, and discrimination are intolerable violations of the dignity of employees and partners. Such behaviours compromise the physical and psychological well-being, trust and motivation of the concerned individual and can constitute a disciplinary infringement.

For Textile Companies shall ensure that all employees are protected from such behaviours and shall adopt measures to promote respect and inviolability of the person through training, information, and prevention programmes. By adopting the abovementioned behaviours, the perpetrator violates their specific duties.

For Textile Companies are committed to promoting a functional work culture and preventing organizational poor practices and lack of information that may give rise to conflicts and



psychological distress. This phenomenon is known as organizational dysfunction and occurs when a set of poor organizational norms jeopardize team well-being.

Integrity

Sobriety and honesty are the foundations of any professional activity.

For Textile Companies are committed to acting professionally, ethically, and properly as well as to promoting the protection of the environment, local communities, and health by implementing appropriate procedures.

Loyalty and honesty

Relations with companies, superiors, colleagues, employees, and partners are guided by loyalty and honesty. Compliance with internal rules and dispositions is essential for all For Textile Companies.

Employees – regardless of their role and function - shall perform their duties in the interest of For Textile Companies and shall avoid individualist behaviours.

3. PRINCIPLES OF ACTION

For Textile Companies have outlined the principles of action that govern the activities of all their directors, managers, and employees.

The goal is to be competitive, professional, and competent and operate with economic common sense to deliver goods of the utmost quality, while abiding by the law and safeguarding the environment and health and safety at work. For Textile Companies plan their business activities and check their outcomes in full compliance with the principles of legality and transparency in terms of accounting, corporate and administrative duties.

Deontological standards

For Textile Companies respect the following principles and undertake to:

- Refrain from appropriating others' creations related to textile weaving or printing designs and processes protected by a patent application or patent rights;
- Refrain from other forms of unfair conduct, such as abusive exploitation, counterfeiting, imitation of others' trademarks and/or distinctive signs, affixing labels with false claims about the origin or composition of a product, or any information likely to mislead the consumer.



Legality

For Textile Companies operate in compliance with the current legislation.

To this end, all Recipients shall adhere to the regulations in force and be up to date in terms of new laws and provisions, also by making use of the training opportunities offered by For Textile Companies.

It is forbidden to deliberately take advantage of legislative gaps if this results in not complying with the rules of the Company.

Health and safety

For Textile Companies are committed to protecting workplace health and safety and preventing risks as best as they can with the goal of improving over time.

For Textile Companies use a shared and constantly updated system based on the Risk Assessment Document. All employees, partners and third parties shall comply with all Health and Safety measures and procedures outlined in the internal rules of For Textile Companies, which are developed and updated in compliance with the existing legislation. All parties shall notify their immediate superior of any malfunction or potential improvement.

Environmental protection

For Textile Companies consider the environment a basic commodity and they work to promote environmental protection.

For Textile Companies are committed to minimizing, mitigating, and compensating the environmental impact caused by their business. They promote a rational use of resources and innovative solutions to ensure that economic initiative is compatible with environmental needs.

Protection of business information

Employees shall be aware of and implement what is required by the company policies on information security to ensure its integrity, confidentiality, and availability. Any information obtained by an employee in relation to their activity belongs to the Company.



All Information, knowledge, and data acquired or processed during one's work or through one's duties belong to the Company and may not be used, communicated, or disclosed without specific authorization from a manager in compliance with specific procedures.

Employees who come into possession of non-public information shall exercise the utmost discretion when dealing with such information, avoiding its disclosure to unauthorized individuals, both within and outside the Company. This obligation stays in place even after the termination – for any reason – of the employment relationship.

Privacy

For Textile Companies are committed to treating personal data and confidential information about employees, trade partners, customers, consumers, and suppliers — collected when carrying out their activities — in accordance with the provisions of Legislative Decree No. 196/2003 and subsequent amendments and additions containing the “Code for the protection of personal data” as well as with the provisions of Regulation (EU) 2016/679.

Protection of business assets

Recipients shall act diligently to protect business assets and avoid their improper use, which may result in damages, diminished efficiency, or noncompliance with company rules.

All individuals are accountable for the security of business assets and the use of information systems under their direct control.

The internet and emails may only be used for job-related purposes.

Sustainability

For Textile Companies promote a lifestyle that respects the environment's natural cycles and allows the company to conduct its business without endangering the ability of local communities to live in a healthy and prosperous environment.

For Textile Companies are aware of the direct and indirect impact that their activities may have on the socio-economic development, general well-being, and conditions of the local communities in which they operate. Considering this, For Textile Companies are committed to supporting sustainability and social responsibility.



Transparency in accounting, administrative and corporate responsibilities

Transparency, verifiability, consistency, and congruity are the guiding principles of financial resource management. The existence, accuracy, and completeness of the basic information for the relevant accounting records form the foundation of accounting transparency. Every administrator, employee, collaborator, and service provider shall operate in a manner that ensures all operations are accurately and promptly collected in the accounting records. For every transaction, adequate supporting documents shall be kept in the records to allow (i) easy recording in the accounts, (ii) identification of the various levels of responsibility, (iii) accurate reconstruction of the transaction while lowering the possibility of interpretive errors. For Textile Companies are committed to providing training to all employees responsible for creating and keeping accounting records.

Compliance with free competition rules and anti-corruption regulations

For Textile Companies understand the positive effects of healthy competition on innovation and growth. They therefore uphold fair competition by refraining from any unlawful behaviour and abuse of dominant position.

In compliance with loyalty and integrity principles, For Textile Companies are committed to taking all appropriate steps to prevent and avoid any unlawful behaviour.

Fight against corruption

For Textile Companies shall refrain from resorting to both active and passive bribery. It is forbidden for employees and partners to accept or give money or any other item, including gifts that do not constitute acts of business courtesy, to gain an unfair advantage for themselves or for the Company.

The relations between the Company, customers and suppliers shall be guided by business ethics principles.

For Textile Companies condemn any behaviour that may constitute corruption, graft, embezzlement, extortion, and influence peddling.

Fight against self-laundering, money laundering, terrorist financing sources and organized crime

For Textile Companies commit to preventing laundering, self-laundering, terrorism financing and using illicit funds in accordance with the legislation in force.



Furthermore, For Textile Companies are aware of the harm caused to the community by mafia infiltration and other organized crime groups in legitimate companies. Therefore, For Textile Companies commit to applying the existing anti-mafia legislation and refraining from engaging with individuals convicted for organized crime offences by the competent judicial authorities or individuals subject to an interdiction order that forbids them to establish any kind of tie with the Public Administration.

Employees shall behave in full compliance with the law, company procedures and policies when they engage in any kind of economic transaction, including intra-group transactions, ensuring complete transparency of financial inflows and outflows and full compliance with the law.

Financial resources management

Employees responsible for managing financial resources in terms of financial policy, investment decisions and accounting shall observe the general principle according to which every financial transaction shall always be traceable to a legitimate source and purpose, authorization, and correct recording to identify all individuals responsible for each stage of the decision-making process. Employees shall comply with the procedures adopted by the Company.

Gifts, gratuities, and financial relations with associations, contributions, and sponsorships

Acts of business courtesy towards third parties, as well as their acceptance, are permitted provided that their value is modest and that they do not jeopardize the recipient's integrity and reputation or impair the recipient's ability to make independent decisions. Gifts may only be offered or accepted if they are of modest value, defined as 50.00 euros, even if they are in the form of discounts. In any case, the donor should not expect special treatment because of them. Gifts and gratuities cannot be distributed to avoid the rules of this Code.

Conflict of interest

All employees and corporate bodies members shall avoid any potential conflict of interest, particularly with regard to personal interests.

All employees shall immediately notify their hierarchical superior of any situation that constitutes, may give rise, or appears to be a conflict of interest.



A conflict of interest occurs when the impartiality required to conduct business is compromised, even if only potentially. It can occur also when an individual has personal interests that may interfere with their ability to perform their duties objectively and impartially.

4. CONDUCT PRINCIPLES IN EXTERNAL RELATIONS

Relations with the Public Administration

When conducting negotiations or any other activity with the Public Administration, For Textile Companies act properly and transparently.

The relations between For Textile Companies and Public Officers (including public employees – regardless of whether they are responsible for public services – and public works concessionaries) are based on utmost transparency, loyalty, and integrity. For Textile Companies do not intend to cause the slightest suspicion that they want to unduly influence such individuals to gain an advantage through illicit means.

It is forbidden to – but not limited to – offer gifts, acts of hospitality, entertainment expenses to Public Administration employees and regardless of their value.

It is forbidden to make any type of payment, offer or receive benefits to obtain or maintain an assignment or to gain any other advantage.

Any form of payment to political parties or organizations, their representatives, or for political campaigns, is forbidden.

Judicial Authorities and Supervisory Authorities

For Textile Companies operate in compliance with the law and – within their scope of competence – support the proper administration of justice.

In conducting their business, For Textile Companies act lawfully and correctly, cooperating with the judiciary and law enforcement officers as well as any public officer with inspection powers who is investigating operations conducted by the Companies.

For Textile Companies employees and partners shall be available and cooperate with anyone – including public officers and Supervisory Authorities – who is conducting inspections and checks on the operations of the Companies.

In anticipation of legal proceedings, investigations, or inspections by the Public Administration or Supervisory Authorities, no one shall destroy or alter records, minutes, accounting books, and any



other document. No one shall lie or make false statements to the competent authorities. No one shall attempt to persuade others to provide false or misleading information to the competent authorities. No one may engage in economic activities, confer professional assignments, give or promise gifts, money, or other benefits to those conducting the assessments and inspections, that is to say the competent authorities. It is forbidden to assist those who have committed an illegal action in evading or escaping from the investigations of the authorities.

Supplier relations

A contract with a supplier shall always be clear and follow the principles of transparency and independence.

The selection of suppliers and the procurement of goods and services are conducted based on objective assessments of competitiveness, quality, technical/professional requirements, cost-effectiveness, price, integrity, and reliability. The selection of contractors and service providers should be carefully considered to ensure compliance with workplace health and safety requirements to prevent environmental pollution, as well as adhere to fiscal and social security regulations, especially those governing coordination activities.

For Textile Companies exclusively work with businesses that follow environmental rules and adhere to current sector legislation.

For Textile Companies shall keep appropriate information about their activities and the supply chain through which they operate, in accordance with existing regulations and industry practices. Furthermore, they refrain from falsifying information or making false claims regarding the supply chain.

Customer relations

Fairness and respect for customers play a vital role in determining objectives. Customer relations shall be built on mutual trust and satisfaction. Specifically, For Textile Companies are committed to supplying customers with long-lasting high-quality products that meet or exceed their expectations. This is the only way to remain competitive in the marketplace.



5. WHISTLEBLOWING – Legislative Decree No. 24/2023, VIOLATION REPORTS

In line with the provisions of Legislative Decree No. 24 of March 10, 2023, For Textile Companies commit to upholding to the highest standards of transparency, integrity, and accountability.

Recipients who become aware of suspected illegal behaviours or irregularities shall promptly report the acts, events, and circumstances which they believe, in good faith and on reasonable grounds, have resulted in a violation.

To manage these reports, For Textile Companies have established an internal reporting channel through which reports may be submitted in either written or oral form. The reporting channels protect the identity of the reporting person, the whistleblower, and any other person mentioned in the report, as well as the content of the report and related documents (art. 4 of Legislative Decree No. 24/2023).

For details on how to submit a report, please refer to the Whistleblowing Policy adopted by each Company. In accordance with the provisions of art. 3, paragraph 2, letter B of Legislative Decree No. 24/2023, for companies that have adopted an Organizational and Management Model pursuant to Legislative Decree No. 231/2001, internal reports will concern violations related to:

- Legislative Decree No. 231/2001 or violations of the adopted Organizational and Management Model (including violations of the Code of Ethics).

Furthermore, for companies with more than fifty employees, the following violations are subject to reporting:

- Illicit acts within the scope of European Union or national legislative acts related to specific sectors (e.g., public procurement; financial services, products, and markets; prevention of money laundering and terrorist financing; product safety and compliance; transport safety; environmental protection);
- Acts or omissions harming the financial interests of the European Union, as per art. 325 of the Treaty on the Functioning of the European Union;
- Acts or omissions concerning the single market, as per art. 26, paragraph 2, of the Treaty on the Functioning of the European Union;
- Acts or behaviours that make vain the object or purpose of the provisions of the legislative acts of the European Union.



Companies with more than fifty workers can resort to the external ANAC (National Anti-Corruption Authority) reporting channel or to public disclosure.

In the event of an actual or attempted violation of the rules outlined in the Code of Ethics, it is the responsibility of the companies to ensure that no one in the workplace faces retaliation, illicit influence, discomfort, or discrimination of any kind for reporting violations of the Code of Ethics or internal procedures.

Dismissals, demotions or other changes in duties, mobbing, unjustifiable disciplinary measures, or any other form of retaliation or discrimination against the whistleblower will not be tolerated. Furthermore, following the report, the company will promptly conduct appropriate checks and, if necessary, impose appropriate sanctions.

Violation reports

Whistleblowers can report violations or suspected violations of the Code of Ethics either in writing or orally to the Whistleblowing Manager, who will – within their scope of competence - analyse the report, hear from the person responsible for the alleged violation in accordance with the procedures outlined in the Whistleblowing Policy.

6. VIOLATIONS OF THE CODE OF ETHICS AND SANCTIONS

Monitoring system

The Code of Ethics represents one of the founding elements of the monitoring system.

The internal monitoring system shall use tools and methods to counter potential business risks so that the compliance with the law and internal rules and procedures are ensured.

Managers shall constantly ensure that behaviours comply with the contents of the Code and, if necessary, they shall implement special control plans.

Compliance with the Code of Ethics, reporting of violations to the Supervisory and Control Body

Compliance with the rules of the Code of Ethics shall be considered an essential part of the contractual obligations of employees pursuant to and for the purposes of art. 2.104 of the Civil Code. It shall also be considered an essential element of the contractual obligations binding freelancers and/or individuals having business relations with For Textile Companies.



Executives and Managers are responsible for ensuring that the expectations of For Textile Companies are understood and implemented by employees and other partners. Executives and Managers, therefore, shall ensure that the commitments expressed in the Code of Ethics are implemented.

To ensure the effective implementation of the Code of Ethics, in compliance with privacy and individual rights, For Textile Companies shall establish information channels through which those who are aware of any cases of non-compliance with the Code can freely and confidentially report them to their Manager, who will notify the Supervisory Board.

With reference to the reporting of a violation or attempted violation of the Code of Ethics, the Company shall ensure that nobody, in their working activity, may face retaliation, undue influence, distress or discrimination for having reported to the Supervisory Body such violations of the contents of the Code of Ethics or of internal procedures.

It means that any dismissals, demotions or other changes in duties, mobbing, unjustifiable disciplinary measures, or any other measure of a retaliatory or discriminatory nature adopted against whistleblowers are not tolerated.

Following a violation report, the Company shall promptly perform appropriate checks and, if necessary, apply adequate sanctions.

The sanction system

The compliance with the Code shall be considered an essential part of the contractual obligations of the employees of the concerned Company, in accordance with and for the purposes of the provisions of Article 2.104 and following of the Civil Code.

Any confirmed violation of the principles outlined in the Code of Ethics and the procedures established by internal protocols will affect the trust relation between For Textile Companies and their managers, employees, consultants, partners of any kind, customers, or suppliers.

Violations shall be dealt with firmly, promptly, and swiftly, by subjecting the person in question - where deemed necessary for protecting the interests of the Company and as far as it is compatible with the current regulatory framework – to appropriate and proportional disciplinary measures,



regardless of the possible criminal nature of such conduct and of any court proceedings where it amounts to a criminal offence.

Any confirmed violation of the Code of Ethics will give rise to specific disciplinary measures meted out by the Human Resources Department.

Consistently and in compliance with the legal and contractual regulations in force, said confirmed violations may also result in the dismissal of those responsible from For Textile Companies.

Any form of retaliation against anyone who has in good faith reported a possible violation of the Code of Ethics or who has requested explanations regarding the Code implementation procedures will be considered a violation of the Code.

The effects of the violations of the Code and internal protocols shall be taken into earnest consideration by all those who have any relation with For Textile Companies. To this end, the Company will share the Code, the internal protocols/procedures, the sanction imposed in the event of a violation and the relevant methods of application.

To safeguard their image and resources, For Textile Companies shall not establish any relation with any individual/entity that does not intend to operate in strict compliance with the laws in force and/or refuses to behave in compliance with the principles outlined in the Code of Ethics and with the procedures and regulations contained in the annexed protocols.

ENFORCEMENT OF THE CODE OF ETHICS

The present Code of Ethics is shared through:

- delivery to the Unitary Trade Union Representatives and Worker Safety Stewards so that it may be duly conveyed and shared with all workers;
- posting on the notice boards of For Textile companies;
- delivery to all employees;
- the intranet system;
- delivery to all suppliers;
- adequate and specific training programs.

