

## CODE OF CONDUCT

1. Artsana S.p.A. and the subsidiaries of Artsana S.p.A. (collectively and individually “Artsana”) are committed to the observance of the internationally recognised fundamental workers rights in conformity with the obligations undertaken with Italian trade union organisations. Artsana requires all the Artsana suppliers, wheresoever located, to abide by this code of conduct (this “Code”) in accordance with the standards of Artsana S.p.A.’s global policy (the “Policy”). Artsana declares that the stipulation of this Code, and the requirement that its suppliers abide by this Code, not only reflects a responsible corporate stance, but is also a choice which permits the formation and continuation of positive business relationships with its suppliers.
2. Artsana requires that, for so long as a supplier supplies products and/or causes products to be supplied to Artsana, the supplier shall comply with laws and regulations of the States (the “National Law”) as well as with basic principles with respect to working conditions as contained in this Code.
3. The minimum requirements defined by this Code are the following:

### 3.1. CHILD LABOUR

- 3.1.1. That no Artsana supplier shall use or support child labour: no person who is below the minimum age for employment as established by National Law to complete the compulsory education (and in any case no person below the age of 15) shall be employed by any Artsana supplier. If the National Law establishes the age of 14 as minimum age according to the exceptions provided for by the developing countries adhering to the ILO Convention 138, the age of 14 is applied.

### 3.2. FORCED LABOUR

- 3.2.1. That forced labour shall not be used nor supported by any Artsana supplier.
- 3.2.2. That no form of slavery shall be practised by any Artsana supplier.
- 3.2.3. That no worker employed by any Artsana supplier shall be subjected to corporal disciplinary measures, mental or physical coercion, verbal abuse.

### 3.3. WAGES, BENEFITS AND WORKING HOURS

- 3.3.1. That wage levels of all categories of workers employed by Artsana suppliers shall not be less than the minimum wages prescribed by National Law and collective contracts entered into by the suppliers with the trade union organisations representing their respective workers.
- 3.3.2. That overtime of workers employed by Artsana suppliers shall be voluntary, shall not exceed the maximum limits prescribed by National Law and shall be paid at rates of not less than those established by National Law and collective contracts entered into by the suppliers with the trade union organisations representing their workers.
- 3.3.3. That the maximum working hours of workers employed by Artsana suppliers shall not exceed the maximum number of working hours established by National Law.
- 3.3.4. That workers employed by Artsana suppliers shall be permitted to take rest periods in accordance with National Law.
- 3.3.5. That workers employed by Artsana suppliers shall be permitted to take annual leave, sick leave, maternity leave, and all other forms of leave provided for by National Law and, if more advantageous to the workers in question, by individual employment contracts

and/or collective contracts entered into by the suppliers with the trade union organisations representing their workers.

### 3.4. HEALTH AND SAFETY

- 3.4.1. That workers employed by Artsana suppliers shall be provided with a safe and hygienic work environment in accordance with the standards established by National Law.
- 3.4.2. That health and safety facilities and equipment at all premises used by the workers employed by Artsana suppliers shall conform with the standards established by National Law.
- 3.4.3. That machinery safety systems shall be implemented and used by Artsana suppliers and shall comply with the standards established by National Law.
- 3.4.4. That an appropriate area, or areas shall be set aside by Artsana suppliers for the workers employed by the Artsana suppliers to take meals and pauses. These areas must conform to National Law.
- 3.4.5. That all premises used by the workers of Artsana suppliers, shall conform with local fire prevention regulations, have adequate and clearly marked safety exits, be ventilated and illuminated and have hygiene facilities all of which conform with National Law.
- 3.4.6. That all premises used by the workers of Artsana suppliers, shall conform with National Law relating to environmental protection.
- 3.4.7. That medical assistance shall be available to the workers of Artsana suppliers in case of emergencies and that workers responsible for providing such medical assistance shall be trained in first aid procedures.
- 3.4.8. That an emergency evacuation programme shall be drawn up and shall be regularly tested at all premises used by the workers of Artsana suppliers.

### 3.5. DISCRIMINATION

- 3.5.1. That no worker employed by any Artsana supplier shall be subjected to discrimination on any ground relating to race, social class, age, national origin, sex, disability, language, religion or trade union association.

### 3.6. TRADE UNIONS

- 3.6.1. That workers employed by Artsana suppliers have the freedom to establish and/or participate in such trade union organisations as are permitted by National Law and the appointed representatives of such trade unions have the freedom to put forward proposals in negotiation on issues related to workers' rights and working conditions in the manner and to the extent provided for by National Law;
- 3.6.2. That trade union organisations, permitted by National Law, have the freedom to enter into collective contracts on behalf of the workers they represent, in conformity with National Law.

### 3.7. ENVIRONMENT

- 3.7.1. The supplier must operate in compliance with the contractual terms and conditions of environmental sustainability agreed with Artsana;

- 3.7.2. The products supplied to Artsana must be compliant with the national and international laws and regulations, including by means of example European Regulation n. 1907/2006 (REACH) and subsequent amendments and integration.
  - 3.7.3. The supplier must operate in compliance with the national laws and regulations concerning environment. In particular, supplier must comply with the national laws concerning emissions, wastes, soil, refreshing gases. In any event, the supplier's activity must not cause any environmental damage.
  - 3.7.4. In the production process supplier must not employ any extremely dangerous substances (such as carcinogenic, mutagenic, toxic for the reproduction) or, if employed, must adopt adequate measures in accordance with the national laws.
  - 3.7.5 Supplier must evaluate all environmental emergency situations that may occur (such as fire, waste of substances with possibility of soil or water pollution, etc.) and adopt emergency procedures adequate to manage those risks. Emergency procedures must be periodically tested.
  - 3.7.6 The supplier must evaluate its greenhouse gases emissions and, if they are material, must adopt adequate containment measures.
4. Artsana, in accordance with this Code, requires Artsana suppliers to require, and ensure, that all subcontractors employed, or engaged, by the Artsana suppliers comply with the provisions of this Code.
  5. Artsana may, from time to time, stipulate such policies and procedures as Artsana, in its absolute discretion, deems necessary for assessing its suppliers' compliance with this Code. To this end Artsana inspectors or independent auditing companies designated by Artsana to act on Artsana behalf are to be given free access to the premises and plants of suppliers and are to be permitted to have confidential talks with workers.
  6. Any contravention of and/or falling short of compliance with this Code and/or any failure by an Artsana supplier to accept a corrective action requested by Artsana shall, and shall be deemed to, constitute a fundamental breach by the Artsana supplier of the contract.
  7. For the purpose of this Code, all subsidiaries of Artsana shall not be, and shall not be deemed to be, considered Artsana suppliers except for the purposes of making a claim for, and the assessing of damages.
  8. Artsana shall distribute its suppliers a copy of this Code, in Italian and/or in English and/or in French and/or in Spanish language. This Code is expected to be displayed in the suppliers' factories, translated into the Local Language, and made available to all workers of all the Artsana suppliers. Each Artsana supplier shall provide its workers with all necessary information relating to this Code and its implementation.

This Code shall be governed by and construed in accordance with the Italian laws.