



CODE OF CONDUCT

Scope of Applicability

This code of conduct is applicable to FILATURA PAPI FABIO S.P.A.

It was approved by the Board of Directors of Filatura Papi Fabio S.P.A. in Gaggio Montano (BO) on 07/04/2025

Discrimination, Violence and Harassment

Filatura Papi Fabio S.p.A. will seek to prevent discrimination against, excluding, or favouring individuals, on the basis of sex, gender, age, religion, race, social background, disability, ethnic or national origin, nationality, sexual preference, marital status, membership in employee organisations such as lawful trade unions or political parties.

Employees should not be subjected to harassment or disciplinary measures for the above-mentioned reasons.

Dignity and Respect

Filatura Papi Fabio S.p.A. should treat their employees with dignity and respect. It should not practice any form of degrading treatment, abuse, harassment, or intimidation or impose unlawful penalties on employees and any use of third parties to carry out punishments or sexual, physical, or mental violence is prohibited. Disciplinary measures should be recorded in writing and shared with the employee.

Child Labour and Forced Labour

Child labour is prohibited by Filatura Papi S.p.A.

Appropriate mechanisms for establishing a person's age during the hiring process must be in place to prevent child labour.

Filatura Papi S.p.A. must not accept any business activity or service that uses forced or compulsory labour, slavery, debt bondage or serfdom.

Fair remuneration

Salaries must comply with the relevant legal minimum wage and must not be subject to any unlawful deductions.

Dignified working day

Filatura Papi Fabio S.p.A. must comply with all applicable nations laws and sector regulations with regard to working hours and public holidays.

Occupational Health and Safety

Filatura Papi Fabio S.p.A. will endeavour to provide a safe and healthy work environment and to take reasonable measures to prevent accidents or potential harm to the health of workers that may be associated with or occur during work, minimising, as far as practical, the causes of risk inherent to the work environment.

Ethical business behaviour

Filatura Papi Fabio S.p.A. will only use legal business practices, in compliance with the principles of fair competition, respecting the intellectual property rights of third parties and observing the provisions of anti-trust and competition laws.

It rejects all forms of corruption and bribery and promote principles of responsible business management such as transparency, accountability, responsibility, openness and integrity.

Other business partners should be treated fairly, and contracts must be complied wherever possible. In general, ethical values and principles must be respected. This particularly applies for human dignity and internationally recognised human rights.

Environment & Pollution

Filatura Papi Fabio S.p.A. will endeavour to abide by applicable laws, regulations, and administrative practices for the protection of people and the environment in the countries in which they operate. It should adopt a general goal of sustainable development and make reasonable efforts to reduce any adverse impact on the environment and encourage the introduction of appropriate technologies and production processes which make more efficient use of natural resources, energy and minimise pollution and greenhouse gas emissions.

The use of energy from renewable sources and energy efficiency measures is encouraged.