

**CORPORATE CODE OF ETHICS  
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## 1. Introduction

### 1.1 Foreword

NastriTex S.r.l (hereinafter also referred to as the “Company” or “NastriTex”) has drafted this Code to outline the set of values, principles, and rules of conduct that govern and guide its relationships with the stakeholders it interacts with during its business activities. NastriTex is aware of its role in the industrial textile sector and recognizes the importance of operating with integrity, transparency, and social responsibility. For over 40 years, the Company has been driven by an ethical commitment that permeates all its activities.

NastriTex believes that adopting a Code of Ethics can support:

- the promotion of its image through enhanced credibility and reputation, also from a green marketing perspective;
- clear guidance on behavioral expectations within the company, fostering a healthy, inclusive, and respectful environment that strengthens employee cohesion;
- improved risk management by identifying potential issues and implementing control and prevention measures, thereby ensuring the Company's continuity.

### 1.2 Purpose

NastriTex is committed to developing and implementing initiatives that contribute to promoting Corporate Social Responsibility. The objective is to ensure that all operations are conducted in accordance with the highest ethical and legal standards, drawing inspiration from the company's mission to deliver excellence in services and create value for shareholders, employees, and the community. This is achieved by striving for continuous performance improvement to ensure the satisfaction of customers and stakeholders.

In particular, the adoption of this Code of Ethics helps enhance the Company's credibility in the civil and economic context, turning the appreciation of the values underpinning its operations into a competitive advantage.

### 1.3 Scope

The recipients of the Code of Ethics (hereinafter referred to as "Recipients") are all those who act on behalf of NastriTex, directly or indirectly, on a permanent or temporary basis. This includes employees (both permanent and fixed-term, as well as interns and trainees), members of collective or individual corporate bodies, project-based collaborators, internal and external consultants, and suppliers of goods and services.

NastriTex extends these same ethical requirements to its customers and suppliers, considering it essential that all parties involved in commercial transactions adhere to the same standards of integrity and legality.

All parties are required to acknowledge and comply with the principles and rules of conduct outlined in this document, without prejudice to the mandatory provisions of law and contract (including national, territorial, and company-level collective agreements).

The company reserves the right to terminate relationships with customers or suppliers who fail to comply with the values and regulations set forth in this Code of Ethics.

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## 2. Corporate Values and Rules of Conduct

### 2.1 Integrity and transparency

NastriTex is committed to operating with the utmost integrity and transparency in all its activities. Relationships with Recipients are based on completeness, reliability, fairness, and transparency of information, and all operations must be documented and traceable. All employees are required to comply with Legislative Decree 231/2001 regarding the administrative liability of legal entities, which establishes an organizational model to prevent crimes committed in the interest or to the benefit of the company.

### 2.2 Compliance with laws and regulations

NastriTex complies with all applicable laws and regulations, including the Civil Code, the Criminal Code, and workplace safety regulations (DL 81/2008). It expects all employees and collaborators to do the same. Violations of laws or unethical behavior will not be tolerated. Additionally, NastriTex has a company-specific Risk Assessment Document (DVR) that identifies and regulates the specific risks arising from business activities, as well as the Personal Protective Equipment (PPE) necessary to ensure worker safety.

### 2.3 Conflict of interest

All Recipients of the Code must avoid situations that may create conflicts of interest. In the event of such situations, they are required to promptly and comprehensively report any conflicts involving significant convenience-related reasons. All business decisions must be made in NastriTex's best interest. Recipients must also comply with Regulation (EU) 2016/679 (GDPR) concerning the protection of personal data, which governs the collection, processing, and free flow of personal data

### 2.4 Respect for individuals

NastriTex is committed to fostering a respectful and inclusive work environment, free from prejudice, recognizing the importance of the individuals who contribute daily to the company's development, improvement, and achievement of its goals. The Company considers it essential to acknowledge cultural diversity and ensure equality regardless of gender, race, language, religion, political and social opinions. Therefore, all forms of discrimination, harassment, or abuse are strictly prohibited. NastriTex values diversity and promotes equal opportunities, in compliance with Legislative Decree 198/2006 (Equal Opportunities Code), which advances the principle of equality between men and women in the workplace.

In line with these principles, the Company has introduced work-life balance policies to support employees during significant life events, such as working parents. These policies, which include tools to facilitate reintegration into work after maternity or paternity leave, reflect NastriTex's commitment to creating an environment where employees can better balance professional and personal responsibilities.

### 2.5 Health and safety protection

NastriTex is dedicated to ensuring a safe and healthy workplace by providing all necessary resources and promoting prevention and training activities to protect the health and safety of workers. All employees must comply with workplace safety and hygiene regulations, particularly

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DL 81/2008, and report any risks or incidents. The company's Risk Assessment Document (DVR) identifies and regulates the specific risks associated with business activities and outlines the Personal Protective Equipment (PPE) required to ensure worker safety.

## 2.6 Environmental protection

NastriTex is committed to sustainable operations by minimizing environmental impact, maximizing energy efficiency, reducing waste, and limiting pollutant emissions during its activities. The Company works daily to use natural resources efficiently, monitor the environmental impact of its production processes, and engage and educate its employees on environmental topics. Employees are encouraged to promote environmentally responsible practices, in line with Legislative Decree 152/2006 (Environmental Code), which establishes environmental regulations to protect and improve environmental quality.

The Company also conducts periodic assessments of the environmental impact of its activities and strives for continuous improvement in its environmental performance.

## 2.7 Use of corporate resource

Recipients are required to use corporate resources — including movable and immovable property, tangible and intangible assets, intellectual and industrial property — to which they have access responsibly and efficiently. Under no circumstances is it permissible to use company assets to commit crimes, cause harm to oneself or others, or pursue any purpose contrary to applicable laws. Each individual is personally responsible for maintaining the safety of these resources to prevent misuse or personal use of NastriTex's assets.

## 2.8 Relationships with Customers and Suppliers

One of NastriTex's primary objectives is to meet customer needs and establish constructive relationships. For this reason, the Company is committed to maintaining relationships based on fairness, professionalism, transparency, and mutual respect with its buyers. Suppliers are selected not solely based on economic criteria but through careful evaluation over a significant period, considering factors such as the quality of goods or services provided, technical and organizational capacity, environmental compliance, and suitability to perform the required activities without any form of discrimination. NastriTex also requires its suppliers to adhere to ethical principles and applicable regulations. Business relationships must be managed in compliance with current legislation, including the Civil Code, which governs contracts between companies, and European directives on trade.

## 2.9 Confidentiality and Protection of Company Data

All information (documents, technological processes, strategic plans, production methods, and techniques) and all data, regardless of format, that constitute the company's know-how are confidential and accessible exclusively to Company employees within the scope of their roles and responsibilities or to authorized individuals, only to the extent necessary to perform their assigned functions.

## 2.10 Organizational Well-being and Employee Development

NastriTex recognizes that the company's success is closely tied to the well-being and satisfaction of its employees. Therefore, the Company is committed to promoting a positive work

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environment by providing tools that support professional and personal growth. Specifically, the Company is committed to:

- Recognizing merit. Valuing individual contributions through awards and incentives linked to personal and company performance.
- Supporting employees in critical moments. Implementing extraordinary measures to protect employees' purchasing power during economic difficulties or emergencies.
- Fostering professional growth. Promoting training and development programs, offering opportunities for growth, and assigning new responsibilities when compatible with organizational needs.
- Encouraging listening and dialogue. Maintaining an open and transparent channel to address requests, provide responses, and build shared solutions.

This commitment reflects NastriTex's values in creating a work environment that supports not only the achievement of business objectives but also the well-being and personal fulfillment of its employees.

### **3. NastriTex's Commitments**

#### **3.1 Dissemination and Implementation of the Code of Ethics**

NastriTex is committed to disseminating the Code of Ethics among all recipients and ensuring that they understand and adhere to the principles contained within it. Training courses will be organized to raise awareness and educate employees on ethical issues.

#### **3.2 Monitoring and Review**

Compliance with the Code of Ethics will be regularly monitored, and corrective measures will be implemented in the event of violations. The Code will be periodically reviewed and updated to meet the company's needs and adapt to regulatory changes.

### **4. Disciplinary System**

#### **4.1 Sanctions**

Violations of the Code of Ethics will be sanctioned in accordance with company policies and applicable laws. Sanctions may include disciplinary actions, up to and including termination of the employment relationship.

### **5. Implementation of the Code of Ethics**

#### **5.1 Supervisory Body**

Although NastriTex is a small company, it has decided to appoint Ms. Sarasini Rosa Cristina as the guarantor of the implementation and compliance with the Code of Ethics. While not required by Law 179/2017 on whistleblowing, NastriTex believes it is essential to promote an

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ethical and transparent work environment. To this end, the company has implemented a secure and confidential internal reporting system to allow employees to report unlawful or non-compliant behavior with the Code of Ethics.

Reports can be made through: an anonymous reporting form available on the company noticeboard (16 Mod\_01 Voluntary Reporting of Illicit Acts).

Which can then be sent:

- Via postal service, marked "confidential/personal," addressed to:

Sarasini Rosa Cristina c/o NastriTex S.r.l. Via Peschiera, 6 – 21052 BUSTO ARSIZIO

- Hand-delivered to Sarasini Rosa Cristina

NastriTex guarantees that all whistleblowers will be protected from any form of retaliation or discrimination. Reports will be handled with the utmost confidentiality, and investigations will be conducted impartially. Sanctions will be imposed on anyone attempting to retaliate against whistleblowers. The company will organize training and awareness activities to promote an ethical culture and encourage the reporting of illicit acts. The effectiveness of the reporting system will be regularly monitored and periodically improved.

## **5.2 Training and Communication**

The company promotes an ethical culture through continuous training activities and internal communication. All employees will be informed about the ethical policies and procedures for reporting non-compliant behavior.

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