



Code of conduct

POZZI ARTURO S.p.A.

*Approved by the Board of Directors at the 08/10/2021
meeting*

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Introduction

This Code of Conduct formally defines the set of principles and ethical values underlying POZZI ARTURO S.p.A., as well as the rights, responsibilities and fundamental duties at the basis of the Company's activities in the pursuit of its objectives and in the management of relations with all its Stakeholders.

The Code of Conduct was created as the culmination of a process of gradual maturation and awareness of the values that have inspired Pozzi Arturo S.p.A. since its inception, and is a reference point to consolidate the identity of a company that has always been at the forefront in the production of furnishing fabrics and is constantly focused on innovation and improvement of its processes and technologies.

The application of the following Code of Conduct is managed and supervised by a special Ethics Committee, established by deliberation of the Board of Directors, which remains in office for the period established at the time of its creation. The main task of the Ethics Committee is to ensure the consistent application of the ethical principles, examining and managing any reports of violations that may arise.

Ethical principles and values

PRODUCT QUALITY AND RELIABILITY

POZZI ARTURO S.p.A. is constantly committed to improving the Quality of its products and processes, with the aim of satisfying its Partners and Customers. The achievement of this goal is possible only by ensuring and maintaining over time also the Quality of the relationships with all the Stakeholders, internal and external, and a constant attention and propensity to invest in Research and Development. The company is also committed to ensuring the durability and reliability of its products.

TRADITION AND INNOVATION

POZZI ARTURO S.p.A. demonstrates and brings to the world the textile manufacturing Tradition of the Como area. This tradition is combined with Innovation, achieved through the adoption of new technologies in the production process as well as in the research of original



yarns. Thanks to the development of new ideas and new solutions, the company is able to respond to even the most complex customer requirements.

WORKFORCE AND CENTRALITY OF THE INDIVIDUAL

For POZZI ARTURO S.p.A. human resources represent a fundamental value for the pursuit of the company's objectives. For this reason, the Company is committed to respecting and protecting all diversities, also guaranteeing the absence of any form of discrimination based on age, state of health, sex, religion, race, political and cultural opinions, as well as personal or social condition. Moreover, all individuals are guaranteed equal opportunities for growth, training and professional development.

HEALTH AND SAFETY

POZZI ARTURO S.p.A., while carrying out its activities, is committed to complying with the current health and safety regulations, applying all the prevention measures necessary to ensure the well-being of its workers, even beyond what is established by the regulations, establishing a constructive dialogue aimed at accommodating their needs.

TRANSPARENCY AND SUSTAINABILITY OF THE SUPPLY CHAIN

POZZI ARTURO S.p.A. intends to protect its Stakeholders by providing clear and complete information regarding the company's processes and procedures.

The Company is committed to preventing any form of exploitation of child labour and forced labour throughout the supply chain and to working to ensure the sustainability of its sourcing.

LEGALITY, LOYALTY AND FAIRNESS

POZZI ARTURO S.p.A. operates in compliance with the national and community regulations in force, committing itself to avoid any unlawful act or crime. The Company operates in order to pursue high standards of moral integrity and fairness, refusing any form of corruption and extortion.



ENVIRONMENT

POZZI ARTURO S.p.A. considers Environmental Respect a fundamental value of the community. The Company orients its choices so as to guarantee the efficiency in the use of resources and the attention to the Sustainability of processes and products, not only from an economic point of view but also from an environmental and social one, in compliance with the regulations in force and taking into account the development of scientific research and the best practices and experiences in the field.

The Company is committed to engaging and raising the awareness of all employees and collaborators to reduce the environmental impact of their activities.

Recipients

This Code of Conduct is addressed to all those, Directors, Mayors, Employees, External Collaborators (consultants, agents, and collaborators in any capacity), and more generally all those who have relations or relationships with the Company, whether direct or indirect, on a stable or temporary basis, who in any case operate to pursue the corporate objectives. All recipients, without distinction or exception, are required to be familiar with the Code of Conduct, to comply with its provisions and to actively contribute to its implementation, committing themselves also to ensure compliance with the principles of this Code within their functions and responsibilities.

BEHAVIOUR

The behaviour of our employees and collaborators must always be based on the utmost transparency, integrity, honesty and company loyalty. The Company requires its employees to avoid promoting and/or facilitating and/or enacting any behaviour, whether active or passive, which derives or may derive an illegitimate or unlawful economic or other benefit for



themselves or for third parties, or which is aimed at promoting or favouring illegitimate or unlawful interests of themselves or of third parties, even to the Company's damage.

SOCIAL MEDIA

We are committed to using social media correctly and responsibly, both at work and in our private lives, to ensure the protection of the Company's image and reputation.

Implementing rules

POZZI ARTURO S.p.A., is committed to informing and raising the awareness of all the addressees of the Code of Conduct and to spread its contents and objectives, also by means of periodical communication initiatives, to carefully supervise the relative observance and to ensure the transparency of the operations and behaviours implemented.

The Company also commits to disseminating this Code of Conduct to all its Suppliers, so that they are aware of its principles and values and formally agree to respect and comply with them in their relations with the Company.

Any violation or suspected violation of the principles and provisions contained in the Code of Conduct by the addressees must be reported promptly, in writing in non-anonymous form, to the dedicated e-mail address: codice.etico@pozziarturo.it .

Reports are handled with absolute confidentiality by the Ethics Committee. Bona fide whistleblowers are protected against any form of retaliation, discrimination or penalisation, and in any case the identity of the whistleblower is kept confidential, without prejudice to legal obligations and the protection of the rights of the Company and of persons wrongly or maliciously reported.



SANCTIONS

Failure to comply with the ethical principles and rules of behaviour contained in this Code of Conduct may lead to the imposition of disciplinary sanctions, without prejudice, however, to the possible adoption of different sanctioning measures connected with responsibilities of another nature. No unlawful behaviour or behaviour in breach of the provisions of this document, or even merely unlawful or improper, may be justified or considered less serious, even if carried out in the interest or to the advantage of the Company. Consequently, any act carried out in spite of the contrary dispositions established by this Code of Conduct shall be subject to disciplinary proceedings. Suppliers and business partners who behave in violation of this Code of Ethics may be sanctioned according to what is expressly provided in the relevant contractual clauses or in any case by termination of the relationship.