

CODE OF ETHICS

Lanificio dell'Olivo



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1 INTRODUCTION

The Code of Ethics or Code of Conduct (hereinafter also referred to simply as "the Code") sets out the general values of an ethical nature and the principles of conduct in business according to which the Company has intended and intends to constantly guide its activities.

Lanificio dell'Olivo has over 75 years of history.

Our philosophy is oriented towards continuous research in the production of innovative yarns that are rich in character, creativity, and imagination coupled with the values of high quality. Our mission is to create and develop the best possible yarns and to obtain recognition from major Italian and foreign fashion brands.

The Code of Ethics is intended to outline the rights, duties, and responsibilities of our organisation towards its "stakeholders" (including employees, suppliers, clients, the Public Administration, etc.) and expresses a set of rules of conduct that all those who work in the name and on behalf of the Company (directors, employees, executives and non-executives, consultants, and collaborators) must comply with in the conduct of company business and activities.

The Code of Ethics provides the ethical and moral standards of the Company that are considered essential both in order to ensure the integrity and efficiency of relationships within the company (relations between management and employees) and to consolidate the positive reputation that the company has in its sector.

All those who, for any reason whatsoever, work, collaborate, or maintain professional relations with Lanificio dell'Olivo must, therefore, always and on every occasion, pursue the highest

ethical standards in relations with colleagues, clients, suppliers, competitors, partners, Public Administrations and, in general, with the community, demonstrating honesty and integrity in every activity carried out.

Anyone who does not comply with the standards outlined in this document, regardless of the existence of specific sanctions under the law or according to the contract and the possible inclusion of facts of criminal relevance, is in breach of the principles that guide and characterise Lanificio dell'Olivo's corporate policy and is therefore liable to disciplinary sanctions, in proportion to the seriousness of the conduct and as a result of a discussion on the matter.

Therefore, in accordance with a corporate policy attentive to the issues of legality, Lanificio dell'Olivo intends to clearly and unambiguously define the set of values that the company recognises and adopts as guiding principles for its operations, as well as the set of responsibilities that it assumes, both internally and externally.

Lanificio dell'Olivo is committed to promoting the knowledge of the Code among its recipients and to providing every possible means to ensure its full and effective application.

This Code of Ethics is an integral part of the Organisation, Management and Control Model adopted by the Board of Directors pursuant to Italian Legislative Decree 231/2001 (hereinafter also referred to as the "Model").

The Supervisory Body, appointed by the Board of Directors, is the body responsible for verifying the effective implementation of and compliance with the Code of Ethics.

1.1 Recipients of the Code of Ethics

The ethical values and principles of conduct outlined in the Code are addressed to:

⇒ Lanificio dell'Olivo staff, that is:

- - directors and managers and, more generally, anyone who performs, at the Company, management, administration, direction, or control functions, including de facto functions of such type, regardless of the nature of the relationship that binds them to the Company (top management);
- - company's employees (persons subject to the direction of others).

⇒ subject to specific acceptance or stipulation in appropriate contractual clauses, anyone the Company has business relations with, whether commercial or not, each within the scope of his/her own functions and the position held ("External Parties"), including, but not limited to:

- - agents, consultants, suppliers and, more generally, anyone who carries out cooperative activities, even occasionally, in the name of or on behalf of the Company or under its control;
- - collaborators, clients, and partners.

Any reference to "Recipients" contained in the Code is understood to be addressed without distinction to all of the above-mentioned parties.

The Code of Ethics applies to all the activities carried out in the name of and on behalf of Lanificio dell'Olivo, both in Italy and abroad, while taking into account the cultural, social, and economic diversity of the various countries in which the Company operates.

Observance of the principles set out in the Code is first and foremost a moral duty of the Recipients, who are required to be fully aware that it is instrumental to the pursuit of the company's objectives in accordance with the fundamental values outlined in the introduction.

Compliance with the provisions of the Code of Ethics must also be considered an essential part of the Company's contractual obligations pursuant to and for the purposes of art. 2104 of the Italian Civil Code and the National Collective Labour Agreement in force.

Lanificio dell'Olivo is committed to widely disseminating the principles and rules of conduct set out in the Code of Ethics and requires compliance with them by all those involved in the company's activities in any way. The Code of Ethics is published on the company's website <https://lanificiodellolivo.com/it/>.

2 GENERAL PRINCIPLES and VALUES

The "General Principles" contained in this Code reflect the core values of Lanificio dell'Olivo and are the foundation for achieving the conduct we want to foster at all levels of the organisation and with our stakeholders.

Reputation is a valuable asset for Lanificio dell'Olivo and it is everyone's duty to protect and safeguard it.

Compliance with the provisions of the Code must in any case be considered an essential part of the contractual obligations of the Company's employees and contractors pursuant to and for the purposes of the law.

2.1 Compliance with the law

Lanificio dell'Olivo has, as an essential principle, compliance with applicable laws and regulations of an international, national, regional, provincial, and municipal nature in any area (administrative and fiscal, labour legislation, occupational safety and health, environmental, etc.), and, for this reason, it rejects all illegal practices by prosecuting any behaviour contrary to legislation, the principles of this Code of Ethics or internal procedures.

2.2 Equality and impartiality

In decisions that affect relationships with its stakeholders, Lanificio dell'Olivo recognises equal rights for all, without any discrimination of age, gender, sexuality, health, race, nationality, political opinions or religious beliefs.

Lanificio dell'Olivo is committed to paying particular attention to the disabled, the elderly, and the most vulnerable members of society, both in person and by telephone.

Lanificio dell'Olivo is committed to acting

objectively, fairly and impartially in compliance with the laws and regulations in force, as compliance with the laws and regulations in force is a fundamental principle.

2.3 Responsibility and honesty

When carrying out the company's mission, the conduct of all of the recipients of this Code of Ethics must be inspired by the ethics of responsibility.

When conducting any activity, situations must always be avoided where the persons involved in the transactions have, or may even only appear to have, a conflict of interest. A conflict of interest arises whenever a director, statutory auditor, department head, employee, consultant, or collaborator of the Company engages in commissive/omissive conduct aimed at obtaining a personal benefit or, in any case, is the bearer, even on behalf of third parties, of an interest other than the physiological one for the good performance of Lanificio dell'Olivo and the professional gratification for the work performed and the results obtained.

2.4 Continuity, diligence, and care in the execution of duties and contracts

Lanificio dell'Olivo is committed to ensuring the continuity of strategic activity and direction and coordination for all company structures. Lanificio dell'Olivo is also committed to minimising the inconvenience to Clients in the event of disruption due to force majeure.

The recipients of the Code of Ethics must act with diligence, care, and professionalism in order to provide high quality services.

2.5 Transparency and completeness of information

The Directors, Executives, managers, employees, and collaborators of Lanificio dell'Olivo are required to provide complete, transparent, understandable, and accurate information, so that, in establishing relations with the Company, stakeholders are able to take independent and informed decisions regarding the interests involved, alternatives, and significant consequences. In particular, when drafting any contracts, Lanificio dell'Olivo shall take care to specify to the contracting party the conduct to be adopted in all the circumstances envisaged, and shall draft the clauses in a clear and comprehensible manner, always ensuring a level playing field is maintained with the Clients.

When drafting any communication with Clients, Lanificio dell'Olivo pays the utmost attention to the use of languages and simple, understandable language.

Lanificio dell'Olivo recognises as an essential value the provision of correct information to its shareholders, bodies and competent departments on the management of the Company and its accounts, and condemns any action by its employees and collaborators that may hinder or impede control by the competent organisations.

The Company also ensures the confidentiality of information in its possession and compliance with regulations on the protection of personal data.

2.6 Competition

The Company intends to develop the value of competition by adopting principles of propriety, fair competition, and transparency

towards all market participants. All of the recipients of this Code of Ethics shall refrain from engaging in and/or encouraging conduct that may constitute forms of unfair competition.

2.7 Community and environmental protection

Lanificio dell'Olivo is well aware of the influence, even of an indirect nature, that its activities may have on the conditions, economic and social development, and general welfare of the community, as well as the importance of social acceptance by the communities in which it operates.

For this reason Lanificio dell'Olivo, in carrying out its activities, is committed to safeguarding the surrounding environment and contributing to the sustainable development of the area: to this end it plans its activities by seeking a balance between economic initiatives and essential environmental needs, taking into account the rights of future generations.

Lanificio dell'Olivo conducts its activities and pursues its objectives in respect of the environment and in compliance with the relevant legislation in force, giving the latter a prominent role in any decision relating to the company's activities.

The company promotes respect for the environment by identifying it as a qualifying and rewarding element for each type of project.

To this end, the company follows with particular attention the evolution of national and European environmental legislation.

The Company focuses its entire internal production on Sustainability, with respect for the environment, people and animals. This is why the Company has created the Going Green for Sustainable Fashion programme.

Going Green covers all the key areas of sustainability: social responsibility, chemical risk management, traceability and environmental sustainability.

To promote corporate social responsibility, the Company requires all employees to work together to protect and respect the environment as a resource to be safeguarded for the benefit of all, by complying with all applicable environmental and pollution regulations. The culture of respect for the environment is achieved through precise and appropriate training of staff.

2.8 Confidentiality

The Company ensures the confidentiality of the information in its possession and refrains from searching for confidential data, except in the case of express and informed consent and in compliance with current regulations. Furthermore, Lanificio dell'Olivo employees are prohibited from using confidential information for purposes unrelated to the performance of their duties.

2.9 Effectiveness, efficiency, and product quality

Lanificio dell'Olivo pursues the objective of promoting the creation of products/services according to the principles of effectiveness and efficiency, so that every action is appropriate and consistent with meeting the needs and requirements for which it is intended, and so that in every work activity, the cost-effectiveness of the management of the resources employed is achieved and a commitment is made to offer a service that is suitable for the Client's needs and in conformity with the most advanced standards.

Lanificio dell'Olivo is committed, through the adoption of appropriate technological and

organisational solutions, as well as through the constant training of human resources, to continuously improve the efficiency and effectiveness of the products/services it offers directly or through its subsidiaries.

2.10 Fairness of authority

When signing and managing contractual relationships involving the establishment of hierarchical relationships, in particular with staff, Lanificio dell'Olivo undertakes to ensure that authority is exercised fairly and properly, avoiding any abuse. In particular, Lanificio dell'Olivo will operate in such a way that authority does not become a mere exercise of power, detrimental to the dignity and autonomy of its staff.

2.11 Integrity and protection of the individual

Lanificio dell'Olivo is committed to protecting the safety, health and moral and physical integrity of its employees, consultants, Clients, and Suppliers. To this end, it promotes responsible and safe behaviour and adopts all the safety measures required by technological progress to ensure a safe and healthy working environment, in full compliance with current legislation on prevention and protection.

Lanificio dell'Olivo is committed to protecting the individual in all areas.

It works constantly to achieve a cooperative and non-hostile working environment and to prevent discriminatory behaviour of any kind.

The recipients of the Code of Ethics are obliged to cooperate with the company in order to maintain a climate of mutual respect for the dignity, honour, and reputation of each individual.

Requests or threats aimed at inducing people to act against the law and the Code of Ethics, or to behave in a way that is detrimental to their moral and personal beliefs, are not tolerated and will therefore be adequately addressed.

The Company promotes respect for the physical and cultural integrity of the individual, respect for relationships with others and gender equality.

All staff are employed under proper employment contracts, and no form of illegal employment and/or exploitation of workers is tolerated.

2.12 Corruption, money laundering (including across borders)

In order to fulfil its mission, Lanificio dell'Olivo is committed to complying with national and international regulations on the fight against money laundering and corruption involving public officials or private individuals. The Company bases its relations with public administrations and private individuals on the criteria of utmost honesty and undertakes not to take any action that could unduly influence its counterparts.

2.13 Accounting and tax transparency

In the management of its accounting and tax obligations, the Company undertakes to guarantee the transparency and accuracy of the information included in its tax returns, endeavouring to ensure the objective and

subjective truthfulness of the operations carried out and included in the tax returns, as well as the completeness and accuracy of all tax documents.

Lanificio dell'Olivo pursues the objectives of accounting transparency through procedures of registration, authorisation and verification of the legitimacy, consistency and appropriateness of operations and transactions.

2.14 Smuggling

All employees and collaborators of the Company who are directly or indirectly involved in import processes must ensure that goods subject to customs duties are brought into the country legally, paying particular attention to compliance with customs regulations.

The Company undertakes to ensure prior verification of the shipping agents it uses and to guarantee the traceability of customs operations.

3 CHARTER OF SUSTAINABILITY COMMITMENTS

Lanificio dell'Olivo is well aware of market trends and the importance of the values of Sustainability today, which is considered to be the integration of organisational, social, and environmental requirements into company strategies and operational processes, and has decided to implement a process for the management and improvement of these values.

Taking as a reference the definition of Sustainable Development as development that meets the needs of the present without compromising the ability of future generations to meet their own needs, Lanificio dell'Olivo has created its own sustainability programme called GOING GREEN, which aims to enhance the value of our work by focusing on respect for people and the environment.

A set of values and commitments that Lanificio dell'Olivo has decided to integrate into its policy, operations and management, to which all its organisational structures must aspire.

3.1 Values and objectives

Establishing policies and values oriented towards sustainability and pursuing objectives in its activities. Adopting management choices aimed at safeguarding current and prospective financial strength and profitability.

3.2 Sustainable supply chain

Orienting and raising awareness in the supply chain towards the values and requirements of GOING GREEN. Constant monitoring, qualification, and evaluation of its suppliers and processes according to Sustainability criteria.

3.3 Traceability

Maintaining a solid tracking system linked to the various stages of the production process in order to ensure complete transparency of data in the chain, from raw materials to finished product.

3.4 Choice of materials

Evaluating the inclusion of raw materials with a lower social and environmental impact and produced according to criteria of protecting the environment and biodiversity, by producers that implement the same ethical values. With this in mind, over the years Lanificio dell'Olivo has significantly increased the inclusion of items produced with certified organic materials derived from recycling practices that also respect strict environmental and social criteria.

Ensuring that raw materials of animal origin are obtained with respect for the dignity of each living being, a practice implemented through fruitful cooperation with reliable and qualified suppliers.

3.5 Improving environmental performance

Ensuring legal compliance, managing resources in the best possible way with the aim of reducing environmental impact, with particular attention to energy and water resources.

3.6 Improving social performance

Ensuring legal compliance, managing human resources in the best possible way, respecting the fundamental requirements of international conventions on human rights, raising awareness, monitoring its supply chain, and implementing constant improvements in occupational safety and health.

Management choices are based on ethical, social, and environmental considerations.

3.7 Reputation

Complying with the requirements of the GOING GREEN Sustainability Programme for its business and adopting behaviour in line with the commitments made. Communicating the outcome of its actions in a transparent manner, monitoring the results, and sharing data with its supply chain, with a view to growth.

A prime example is the annual publication of

the Sustainability Report, in which data and documentation of business practices are collected.

Being receptive and available for inspections and monitoring visits of the company and its supply chain. Lanificio dell'Olivo cooperates fully with certification bodies for control audits for maintaining its Certifications and with clients for the fulfilment of signed commitments.

4 SYSTEM OF CONDUCT

Lanificio dell'Olivo has always encouraged and supported behaviour aimed at spreading and implementing the fundamental values set out and shared above, which are to be applied to and required of all of the Recipients.

4.1 Shareholders and directors

The Company is committed to transparency and fairness in its information and reporting to shareholders. Information relating to the Company's operations, development projects and strategic policies is covered by professional secrecy.

Shareholders are required to provide the corporate bodies with the cooperation necessary to achieve the corporate purpose of the Company and to refrain from any conduct incompatible with the existence, regulation and operation of the Company. Shareholders and directors are required to comply with any applicable employee rules of conduct.

4.2 Staff

Lanificio dell'Olivo recognises the fundamental importance of the human, professional, and creative contribution of the people who work for them.

Team spirit, transparency, and mutual respect are considered the basis of relationships with all people. The company expects its staff to behave in an appropriate and transparent manner and in line with the principles of this Code in the performance of their duties. The Company also expects professionalism, reliability, determination, commitment, a sense of responsibility, dynamism, and an

attitude focused on continuous improvement in the performance of every activity. The Company is committed to offering equal opportunities in work and professional advancement to all its staff members in accordance with their skills and performance. Each staff member is therefore offered identical opportunities for work and/or professional growth without any discrimination. Public and private corruption practices, illegal favours, and collusive behaviour are unacceptable and, therefore, prohibited. Lanificio dell'Olivo does not allow any form of favouritism, whether of a personal or family nature.

No form of irregular work is tolerated. The Company provides fair and reasonable salaries and conditions; the salaries and benefits provided to Lanificio dell'Olivo employees meet at least the legal requirements established in each country.

4.3 Personnel management

The management of working and cooperative relationships is aimed at developing each person's skills and competences, in accordance with an equal opportunities oriented policy of merit.

Each employee has a duty to exchange and disseminate essential information within his/her work unit or project. Making knowledge available to those who need it leads to better results and greater efficiency, and allows colleagues to develop full use of their skills more quickly. Lanificio dell'Olivo promotes team spirit and cooperation and expects employees at all levels to work together to maintain a climate of mutual respect.

4.4 Protection of health and safety in the workplace

Lanificio dell'Olivo is committed to fostering and consolidating a culture of health and safety in the workplace by developing risk awareness and promoting responsible behaviour. It organises training plans and carries out preventive actions and periodic checks in order to protect workers' health and safety.

Each staff member must adopt the preventive measures established by Lanificio dell'Olivo for the protection of his/her health and safety, which are communicated by means of specific guidelines, instructions, training, and information. Each staff member must not expose himself/herself or other workers to dangers that may cause injury or harm to themselves or others.

4.5 Confidentiality and privacy

Information of a confidential nature, data, and knowledge acquired, processed, and managed by employees in the performance of their work activities must remain strictly confidential and must not be acquired, used, communicated, or disclosed, either within or outside the company, except by authorised persons and in compliance with company procedures.

The utmost care and confidentiality is required to protect the information generated or acquired in order to avoid any improper or unauthorised use.

4.6 Clients

Lanificio dell'Olivo's primary objective is the complete satisfaction of its Clients.

The Company is committed to creativity and innovation while maintaining a high level of quality and service. For Lanificio dell'Olivo it is essential that the relationship with its Clients be based on the principles of fairness, honesty, professionalism and transparency. The Company ensures appropriate methods of dialogue and listening, committing itself to always give feedback to suggestions and complaints, in order to strengthen the relationship in the long term.

The Company ensures that its products meet the expectations and requirements of the market, also in terms of the safety of the materials and chemicals used in the treatment of yarns, pursuing quality and continuous improvement in the activities carried out, thus contributing to the success of the company and the satisfaction of its stakeholders.

4.7 Suppliers

Suppliers play a key role in achieving Lanificio dell'Olivo's objectives. In relations with its Suppliers, the Company promotes an honest, diligent, transparent and cooperative conduct.

Lanificio dell'Olivo is committed to raising awareness among its Suppliers on the subjects covered by this Code of Ethics in order to promote awareness and compliance with the rules of conduct consistent with those expressed in this document, especially with regard to respect for human rights and workers' rights and sustainable and responsible management of environmental and social impacts.

Suppliers are selected and qualified according to appropriate and objective criteria, based on their supply capacity and according to the principles of impartiality,

fairness, and quality. Lanificio dell'Olivo balances the need to obtain favourable economic conditions with the need not to deviate from quality parameters in the supply of goods and services. The outcome of the control activities carried out on the goods and services received and the overall performance of the Suppliers are shared with them, with the aim of facilitating their progressive improvement, in the interests of both the Suppliers themselves and the Company.

4.8 Use of company assets and information systems

Personnel must diligently and respectfully use company assets made available as work tools in order to best carry out their duties, especially when such assets are used for personal use even if previously authorised. The staff is committed to complying with the laws and regulations in force in each country where Lanificio dell'Olivo operates in order to protect copyrights and intellectual property.

Software and databases protected by copyright and used by personnel in the performance of their activities may not be reproduced or duplicated, either for business purposes or for personal use. It is forbidden to install and/or use unauthorised software or databases on the company's computers. Working time must be used responsibly and in the interest of the company: employees may not carry out other activities during their working hours that are not strictly related to their official duties.

4.9 Institutional relations

All relations with government institutions (Ministries, Regions, Municipalities, Provinces, Local Health Authorities, etc.) can be

exclusively attributable to forms of communication aimed at assessing the implications of legislative and administrative activity with regard to Lanificio dell'Olivo, to a response to informal requests and acts of scrutiny (checks, inspections, etc.) or, in any case, to make known a stance on important matters for the Company.

The Company does not directly or indirectly support or discriminate against any political or trade union organisation.

Relations with the press and media, as far as the disclosure of information relating to the Company's activities is concerned, may only be conducted by persons expressly designated by the Company for this purpose.

In any case, Lanificio dell'Olivo's relations with the public administration and public institutions in general are transparent and based on the greatest possible cooperation.

In this regard, it is expressly prohibited to:

- offer or promise money, gifts or other benefits to public officials and/or civil servants in order to influence their decisions with a view to obtaining favourable treatment or undue advantage;
- engage in any conduct that could even be construed as collusive or that could in any way undermine the principles of this Code of Ethics;
- make false declarations to public bodies in order to obtain public grants, contributions and/or subsidised loans, or concessions, authorisations, licences or other administrative documents;
- solicit confidential information that may compromise the integrity or reputation of both parties.

4.10 Contributions and sponsorships

Lanificio dell'Olivo may join requests for contributions and sponsorships limited to proposals from bodies and associations that have declared themselves to be non-profit and with high cultural, social or charitable value or, in any case, that involve a significant number of citizens. In the choice of proposals for contributions and sponsorships, Lanificio dell'Olivo pays particular attention to any possible conflict of interest of a personal or business nature (for example, family relationships with stakeholders or links with bodies that may, for the functions they perform, facilitate in some way the activity of Lanificio dell'Olivo).

4.11 Gifts and other benefits

It is forbidden to offer, accept or promise gifts or other forms of benefits, free gifts, benefits or favourable treatment that do not arise from normal practice, business relations or custom in relations with clients, suppliers, banks, public administrations, etc.

Gifts of modest value are permitted only on festive occasions.

Donations and support initiatives, whether in the form of donations or sponsorship, provided by the Company are permitted.

5 IMPLEMENTATION, DISSEMINATION, AND MONITORING OF THE APPLICATION OF THE CODE OF ETHICS

Lanificio dell'Olivo is committed to widely disseminating this Code internally and externally through all corporate communication channels and to post it in places at the Company that are accessible to all staff. A copy of the Code of Ethics is given to each employee and collaborator, and is published on the corporate website so that each stakeholder can access it and become familiar with it. The existence of the Code of Ethics and its binding nature will be referred to in all economic relationships established by Lanificio dell'Olivo.

Lanificio dell'Olivo is committed to ensuring compliance with the provisions of the Code of Ethics, carrying out supervision and monitoring activities on the implementation of the Code itself.

To this end, the Company:

- will ensure maximum dissemination and awareness of the Code of Ethics;
- will ensure the consistent interpretation and implementation of this Code;
- will carry out specific checks if violations of this Code are reported;
- will promote, in conjunction with the relevant company functions, the application of appropriate sanctions in the event that the above violations are confirmed;
- will ensure the prevention and suppression of any form of retaliation against those who contribute to implementing this Code;
- will periodically update this Code according to the needs that may arise from time to time, also in light of the above-

mentioned activities.

Without prejudice to the powers assigned to the corporate bodies in accordance with the law, all of the Recipients are required to cooperate in the implementation of the Code, within the limits of their competences and functions.

Lanificio dell'Olivo encourages employees to seek clarification from their hierarchical superiors should any doubts arise regarding the interpretation or application of the Code or the appropriateness of conduct maintained or to be maintained in specific situations. Such requests will be answered immediately. The absence of any retaliation or negative repercussions for the employee as a result of this report and/or request for clarification is guaranteed. The information thus obtained will be kept strictly confidential.

In addition, a Supervisory Body has been established with the following responsibilities regarding the implementation of the Code of Ethics:

- monitoring the application of the Code of Ethics by the parties concerned;
- reporting any significant violations of the Code of Ethics;
- proposing, if necessary, a periodic review of the Code of Ethics.

6 REPORTING

Lanificio dell'Olivo promotes the prevention and verification of any unlawful conduct or any conduct contrary to the Code of Ethics and Conduct and encourages the Recipients to promptly report to the Personnel Director of Lanificio dell'Olivo any unlawful conduct or any conduct contrary to the Code of Ethics and Conduct, of which they become aware as a result of their relationship with Lanificio dell'Olivo.

Anyone who becomes aware of a violation of the Code of Ethics must report it to the Supervisory Body by sending an e-mail to the dedicated e-mail address or through other reporting channels established by the Company.

The report must be submitted in writing and documented in a clear and detailed manner.

The Supervisory Body will analyse the report, possibly consulting the whistleblower and the person responsible for the alleged violation, while protecting the whistleblower against any form of retaliation, understood as any act that could give rise even to the mere suspicion of being a form of discrimination or penalisation. The Supervisory Body will ensure the confidentiality of the whistleblower's identity, except as required by law.

7 VIOLATIONS OF THE CODE OF ETHICS

Any violation of the Code of Ethics and the Organisation, Management and Control Model compromises the relationship of trust between the Company and the person committing the violation (shareholders, directors, employees, collaborators, suppliers, partners). If violations are confirmed, they will be dealt with promptly by applying the disciplinary measures provided for in the disciplinary system that is an integral part of the Model, in accordance with the provisions of the relevant National Collective Labour Agreement and the Italian Civil Code.

Compliance with the Code of Ethics is an integral part of the contractual obligations of employees, also pursuant to and for the purposes of Article 2104 of the Italian Civil Code (duty of care). Any breach of this obligation will constitute a breach of contract and may therefore be grounds for termination of the contract, without prejudice to any compensation for damages suffered by the Company as a result of such breach.

Third-party recipients (suppliers, consultants, partners, etc.) are required to comply with the provisions of this Code of Ethics; compliance with this Code of Ethics is a prerequisite for the continuation of the existing business relationship or collaboration with the Company. To this end, Lanificio dell'Olivo includes in its letters of appointment and in its contracts the obligation to comply with the provisions of the Code of Ethics, under penalty of termination of the contract and/or revocation of the appointment.