

# Integrated Social Responsibility Policy and Code of Ethics

Tintoria Rifinizione Banelli is committed to operating responsibly, ethically, and transparently. This document integrates our Social Responsibility Policy and our Code of Ethics, reflecting our commitment to respecting human rights, international regulations, and promoting a safe and fair working environment.

## Social Responsibility Policy

Tintoria Rifinizione Banelli, legally represented by Daniele Banelli, is committed to respecting the main conventions of the International Labour Organization (ILO), national legislation, and the conditions established by national collective agreements in the following areas:

- Freedom of association and the right to collective bargaining.
- Child labor.
- Youth labor.
- Health and safety.
- Prevention of any form of discrimination and abuse.
- Regularity and transparency in employment contracts, recording of working hours, and payment of due wages.

## Specific Commitments

The organization commits to:

- Appointing a person responsible for Social Responsibility matters.
- Monitoring compliance with social criteria and taking necessary actions.
- Informing company personnel about minimum social content and other relevant information.
- Keeping records of names, ages, working hours, and wages for each worker.
- Allowing company personnel to appoint their representative for Social Responsibility.
- Recording and handling complaints from company personnel or third parties regarding the organization's compliance with social criteria.
- Refraining from using disciplinary measures, termination of employment, or discrimination against workers who provide information on social criteria.

## Code of Ethics

### 1. Legality and Regulatory Compliance

- Tintoria Rifinizione Banelli is committed to operating in compliance with the laws and regulations applicable in every jurisdiction where it operates. All activities must comply with ethical standards and workplace safety and health regulations.

### 2. Environmental Responsibility

- Tintoria Rifinizione Banelli is committed to minimizing the environmental impact of its activities. Measures will be taken for water and energy conservation, proper waste management, use of eco-friendly chemicals, and reduction of pollutant emissions.

### 3. Respect for Employee Rights

- Tintoria Rifinizione Banelli will guarantee respect for human and labor rights, in accordance with international labor conventions. Labor laws will be respected, including those related to minimum wage, working hours, and workplace safety standards. Diversity, inclusion, and professional development opportunities for all employees will be promoted.

### 4. Transparency and Stakeholder Relations

- Tintoria Rifinizione Banelli will promote a culture of transparency and openness towards stakeholders, including employees, customers, suppliers, local communities, and other interested parties. Constructive dialogue will be encouraged, and relevant information will be disclosed to foster relationships based on mutual trust.

### 5. Service Quality and Product Safety

- Tintoria Rifinizione Banelli is committed to ensuring the highest quality of services provided and the safety of products delivered to customers. Strict quality and safety control criteria will be applied, in compliance with applicable industry standards.

#### **6. Social Responsibility**

- Tintoria Rifinizione Banelli is committed to contributing to the social well-being of the community in which it operates. Corporate social responsibility programs will be promoted, such as donations, sponsorships, volunteer work, and other initiatives that bring tangible benefits to society.

#### **7. Anti-Corruption and Ethical Conduct**

- Tintoria Rifinizione Banelli will condemn any form of corruption and unethical behavior. Policies and procedures will be adopted to prevent, identify, and mitigate the risk of corruption, ensuring that interactions with third parties are based on integrity and legality.

#### **8. Data Protection**

- Tintoria Rifinizione Banelli will protect the privacy and security of personal data of customers, employees, and other interested parties, in compliance with applicable privacy laws. Measures will be taken to protect data from unauthorized access, loss, or manipulation.

#### **9. Continuous Improvement**

- Tintoria Rifinizione Banelli is committed to constantly monitoring and evaluating its ethical performance and taking corrective actions when necessary. Training and awareness-raising initiatives will be promoted for all employees to foster a culture of ethical and environmental responsibility.

#### **10. Communication of the Code of Ethics**

- Tintoria Rifinizione Banelli will communicate this Code of Ethics to all its employees, suppliers, customers, and other interested parties. Feedback and reports regarding behavior contrary to the Code will be encouraged and addressed confidentially and appropriately.

