

## CODE OF ETHICS AND SUSTAINABILITY

LINEAESSE GROUP is a textile company which operates in the district of Prato and on the national and international markets with a vast number of customers.

Founded in 1976, during the course of its lengthy history LINEAESSE GROUP has pursued its growth objectives with tenacity and commitment, constantly investing and focusing on attention to people and to fabric quality, integrating the values of integrity and sustainability in its day-to-day corporate life.

We believe that an ethical and responsible vision of corporate actions allows the development of a virtuous learning and improvement process, capable of ensuring that our development and that of the community in which we operate should be increasingly economically, socially and environmentally sustainable.

Integrating sustainability in our modus operandi and in all our relationships is the path we have decided to undertake by drawing up this **Code of Ethics and Sustainability**.

All employees and collaborators must draw inspiration and comply with this code when operating and managing their work, when pursuing the corporate objectives and during all work relationships, with individuals both within and outside the organisation.

Compliance with these guidelines will ensure LINEAESSE GROUP will maintain its high ethical and moral standards.

The Code of Ethics and Sustainability has been approved by the Board of Directors and may be modified in whole or in part whenever the necessity should arise.

### 01. RECIPIENTS

The **Code of Ethics and Sustainability** (hereinafter the “Code”) identifies the relevant obligations of diligence, honesty and loyalty which must characterise work and behaviour in the workplace, in accordance with the fundamental corporate values that LINEAESSE GROUP has adopted.

The Code will be made known to third parties who receive assignments from LINEAESSE GROUP or who have continuous or temporary relationships with the Group and they will therefore be required to comply with the principles of honesty and integrity this Code contains.

LINEAESSE GROUP undertakes to not enter into or continue any relationship with anyone not complying with its contents and founding principles.

## 02. OUR PRINCIPLES

Ensuring corporate social responsibility is a joint asset at all levels means:

- to approach all aspects of our activity with strengthened ethical tension;
- to be responsible for the consequences of our choices, behaviour and actions on the environment and on society;
- to promote and assist diffusion of a culture based on sustainability, both within our organisation and the community.

Corporate social responsibility enables us to contribute to improving the quality of life of our interlocutors and to generate a long-lasting economic growth, raising competitiveness over the medium-long period.

## 03. OBJECTIVES AND STRATEGIES

The strategies and objectives of the LINEAESSE GROUP are focused on safeguarding heritage and creating value over the medium-long period. They are implemented from a perspective of social responsibility and fully respect all rights, the society and the environment.

To this end, LINEAESSE GROUP undertakes to safeguard and to develop the community in which it operates in an ethically sustainable manner, by carefully programming its activities and implementing all necessary measures to monitor production processes and the consequent reduction of their environmental impact.

## 04. RELATIONSHIPS WITH SUPPLIERS AND WITH THE DISTRICT

LINEAESSE GROUP has always operated inside the textile district of Prato and undertakes to promote an ethical vision of corporate actions within the district, fully respecting its suppliers and giving preference to those who share the same principles and values.

Chosen suppliers will be duly notified of this Code and of any additional initiatives implemented by the Company, which reserves the right to monitor their behaviour and alignment with the ethical and sustainability principles.

### a) SUSTAINABILITY AND TRACEABILITY

The principles of sustainability and of protecting the environment are integrated right from the study, design and research phases of the raw materials and of the production cycles for manufacturing its collections.

LINEAESSE GROUP therefore undertakes to favour the use of raw materials which are recycled, regenerated or derived from renewable energy sources, consistent with the technical and production requirements.

## **b) REDUCTION OF CHEMICAL RISKS DURING PRODUCTION PROCESSES**

LINEAESSE GROUP is aware of the environmental impact caused by the use of chemical products in production cycles and is constantly committed to minimising the release of chemical substances in the environment and to monitoring the risks connected with their use.

The Company is also committed to minimising the use of resources and energy when manufacturing its fabrics, favouring whenever possible the recovery of the materials used during production cycles and reducing the production of waste at the end of the product's life cycle.

Moreover, LINEAESSE GROUP undertakes to keep constantly up to date concerning the legislation in force on the matter and to implement its own chemical specifications which all interlocutors and suppliers must comply with.

## **05. POLICIES ON HEALTH AND SAFETY AT WORK**

LINEAESSE GROUP promotes the culture of health and safety in the workplace, adopting safety systems focused on prevention, strictly complying with the accident-prevention legislation in force.

LINEAESSE GROUP provides equal opportunities to all employees based on specific professional qualifications and performance, with no discrimination of race, creed, gender, age.

The Company is committed to ensuring that the work environment is adequate from the point of view of safety and without any prejudice, in which each individual is respected according to his/her moral character.

Prato, July 2019