

ETHICAL POLICY

FINELVO presents itself as a textile company that pays attention to sustainability issues in the medium and long term. In this regard, it recognizes that personnel play an important role in achieving company results and objectives; this happens:

- through internal company relationships,
- in contact with the organizations that interact with the Company, in particular Customers and Suppliers,
- in contact with the various interested parties and the community in general.

The guidelines on which the company wants to base its commitments are:

- avoid any form of discrimination, from the point of sex, age, place of birth, political choice, cultural level, religious beliefs, sexual tendencies and all that can contribute to not giving equal opportunities in the employment relationship;
- combat any form of annoyance and abuse, in terms of bullying, harassment, threats, repercussions, harassment and anything that may impede the normal conduct of its activities in an atmosphere of serenity, decency and respect;
- avoid the use of child labor and any form of exploitation, so that the work can take place in dignified conditions respecting the person, in relation to the correct use of personal knowledge and skills with the right level of pay;
- fight any form of abuse of power, illicit and corruption, so as not to seek favoritism of any form and for any reason that may cause damage to the company or other third parties, including customers and suppliers;
- supporting respect for human rights and the right to freedom of association;
- aim for a balanced work commitment, to avoid fatigue and overload, affecting all workers in relation to their abilities, skills and availability and using external support or recruitment if the conditions are met.

In this regard, the Company believes that its growth must take place in combination with the following factors:

- increase in the professionalism of the staff,
- attention to individual issues while respecting privacy,
- improvement of the company climate,
- virtuous involvement of the various types of suppliers - as appropriate

The Management assumes the task of supporting this Policy through the following actions:

- definition of an adequate code of conduct;
- training, involvement and empowerment of personnel at all levels, including collaborators and third parties;
- give support for every aspect that is not clear or worthy of attention;
- implementation of impartial interventions related to gravity in the event of non-compliance;
- identifying appropriate targets and planning activities, making resources available and monitoring the achievement of the result;
- periodic review of this policy and its results and performances.

Occhieppo Sup.re, 28/05/2020

La Direzione

FINELVO SRL

Amministratore

Dott.ssa Anna Rossetti

