

Angelo Tasino

**CHARTER OF VALUES**  
**OF SUSTAINABILITY**  
**OF SUPPLIERS**  
*2026*

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## INTRODUCTION

Angelo Vasino SpA, aware of the importance of its commitments to the market and current regulations, in order to share and communicate its values and sustainability principles, has joined the 4sustainability® Commitment, which represents the concrete commitment it makes to its stakeholders to initiate a virtuous path of positive change in its business model with a view to sustainability, in line with the Sustainable Development Goals set by the UN in the 2030 Agenda (8SDGs).

Angelo Vasino SpA therefore undertakes to:

- Involve your supply chain in implementing current and future initiatives.
- Communicate and report your initiatives correctly, transparently and comprehensively
- Promote awareness and training on the topic of sustainability among its employees and, where possible, its suppliers and the local communities in which it operates
- Respect and always prioritize the founding values of 4sustainability® in business management: ethics, legality, transparency, anti-corruption, respect for the environment, respect for people and human rights.

This document recalls the principles contained in the Angelo Vasino Code of Ethics, available on the Sustainability page of the website [www.vasino.it](http://www.vasino.it), and constitutes an operational application of this code with specific reference to its supply chain.

### Scope of application

This Charter of Values applies to all Suppliers of Angelo Vasino Spa (Direct suppliers, distributors, third-party manufacturing, etc.) with whom it collaborates directly and indirectly for the production of its products.

Acting in accordance with this document implies respect and compliance with national, international laws and industry standards, and may not in any way lead to violations of the regulations in force in the countries in which we operate.

Suppliers are required to ensure compliance with the provisions of this Charter of Values.

To confirm compliance, we require that the document be signed by the Supplier as formal proof of their commitment to operate in compliance with the requirements described therein, as they are applicable to their business context.

## CHARTER OF COMMITMENTS TO SUSTAINABILITY

### 1. TRACE- Process traceability and supply chain monitoring

Angelo Vasino SpA requires its suppliers to manage traceability information for the materials and products manufactured, their supply chain, and the origin of the raw materials used. Traceability information must document the identification and traceability of production batches for each component/material throughout its various stages of transformation.

From the perspective of extended supply chain responsibility, the Supplier is also required to evaluate its supply chain on the basis of the social and environmental requirements shared in this document and to monitor over time in a structured manner (through audits and/or remote support) the activities and improvements achieved.

### 2. PEOPLE- Growth of organizational well-being and social responsibility

All Suppliers are required to comply with the following requirements regarding social responsibility, organizational well-being growth, and worker health and safety.

Prohibition of Forced Labor . The Supplier must ensure that all workers can freely choose their work. Any form of forced labor and slavery is strictly prohibited. Workers may not be subjected to degrading treatment, corporal punishment, or mental and/or physical coercion.

Prohibition of Child Labor . The use of child labor is strictly prohibited for all Suppliers. Child labor is defined as work performed by children under the minimum age (14, 15, or 16) established for the various types of activities by national legislation in accordance with international standards and, in any case, work that is likely to compromise the education and full development of the child.

Formal employment relationship . The relationship between the employer and the employee must be formalized through a written contract, which includes the employee's rights and duties and defines the terms for the assignment of the contract itself.

Freedom of Association . The Supplier must guarantee workers the right to collective bargaining and to form or join trade unions of their choice, without receiving sanctions, discrimination, or abuse from the employer.

Worker health and safety . The Supplier must ensure that all workers operate in a safe and healthy work environment, in compliance with applicable regulations. The Supplier must implement appropriate measures to prevent accidents and health injuries arising from, related to, or occurring during work, reducing, as far as reasonably possible, the causes of risks inherent in the workplace in order to prevent and manage accidents and health injuries.

Fair Remuneration . The Supplier must guarantee all workers a minimum wage defined on the basis of national legal standards or industry benchmarks, depending on their prevalence, as well as respect for the right to appropriate remuneration, sufficient to meet the basic needs of workers and their families and, where applicable, to recognize an additional portion of remuneration.

Standard Working Hours. The Supplier is required to comply with national laws and industry standards regarding working hours, holidays, and vacations. The number of hours worked shall in no case exceed 48 hours per week, with a maximum of eight hours per day, as defined by the International Labour Organization (ILO).

Non-discrimination. The Supplier must treat all workers fairly, avoiding any discriminatory practices—particularly regarding remuneration, hiring, access to training, promotions, dismissals, or retirement—based on gender, race, caste, national origin, religion, age, disability, marital status, sexual orientation, or membership in trade unions or political parties.

Prohibition of workplace mistreatment and abuse. The Supplier must guarantee all workers the right to respectful and dignified treatment. They must not be subjected to any form of physical, psychological, verbal, or sexual abuse, corporal punishment, or other forms of intimidation.

Organizational well-being and continuous improvement. The Supplier is required to evaluate more flexible work arrangements, implementing methods that improve work organization, work-life balance, and reduced travel. It should also evaluate new work models to increase productivity and improve worker well-being.

### **3. PLANET- Conscious use of resources to reduce environmental impact**

Angelo Vasino SpA is committed to safeguarding the surrounding environment by setting itself the objective of progressively reducing the environmental impact and minimising the direct and indirect effects deriving from its own activities and those of its supply chain.

To this end, the Supplier undertakes to always act in compliance with international, transnational, and national environmental laws, obtaining the permits required by applicable legislation (e.g., authorization for atmospheric emissions, discharge authorization, etc.) and applying appropriate waste management practices.

The Supplier also undertakes to measure and track the use of energy resources, adopt responsible practices in the use of water resources and to encourage the differentiation, recycling and reuse of waste and materials, as well as the promotion of circularity practices aimed at minimising waste and environmental impacts.

### **4. CHEM- Elimination of toxic and harmful chemicals from production processes**

Angelo Vasino SpA is aware that, among the most significant impacts associated with its production activities, the use of chemicals in various production cycles plays a significant role. In this regard, the Supplier is required to progressively eliminate chemicals that are toxic and harmful to humans and the environment from its production processes (internal and/or external) through the implementation of a risk assessment and management system aligned with the ZDHC program (<https://www.roadmaptozero.com>).

The Supplier is required to evaluate the adoption of ZDHC MRSL implementation protocols, such as 4sustainability® ([www.4sustainability.it](http://www.4sustainability.it)), Bluesign®, Leather Working Group (LWG) or others, to

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demonstrate the level of implementation of the process for eliminating toxic and harmful substances from production cycles.

Suppliers are required to ensure that all services performed for the commissioned processes comply with the requirements of the REACH regulation and related updates (Candidate List, Annex XIV, Annex XVII) and that they are performed in facilities operating in full compliance with applicable environmental, health and safety regulations.

They are also required to comply with the list of prohibited substances indicated in our PRSL 4sustainability® (Product Restricted Substances List), which is used to monitor any chemical contamination present in incoming materials and/or throughout the production cycle. This PRSL is reviewed annually to ensure it is constantly aligned with the demands of the target market.

## **5. MATERIALS- Conversion to the use of lower-impact materials for sustainable production**

Angelo Vasino SpA is committed to increasingly ambitious goals for materials, products, and processes, to promote the use of best environmental, social, and quality practices at all levels of the supply chain.

It aims to integrate “preferred materials” into its collections and requires Suppliers to commit to developing and offering items in line with this commitment.

By “preferable materials” we mean materials with sustainability characteristics such as

- compliance with the principles described in this document

- compliance with product conformity requirements and PRSL Angelo Vasino

- compliance with the requirements on the use of hazardous chemicals identified by MRSL ZDHC v.3.1

- compliance with internationally recognized product and process certification standards.

The Supplier is required to favor, where possible, the procurement of raw materials from Suppliers who comply with requirements in line with this Charter of Values, possibly also obtaining certifications or product brands.

**Cotton** : It is strictly prohibited to source cotton from Uzbekistan, Turkmenistan and Xinjiang due to the forced labor and child labor conditions found in these producing countries.

The company requires the Supplier to consistently seek cotton sourcing from organizations/partners committed to preserving the environment during cultivation, and to support farmers in implementing low-impact techniques (e.g., irrigation, use of pesticides and fertilizers, protection of biodiversity, etc.).

With this in mind, Angelo Vasino SpA favors the use of GOTS/OCS certified cotton, specifically requesting the relevant documentation and transaction certificate from the purchasing office.

**Protein fibers** : The Supplier, as part of the services provided, undertakes to procure raw materials of animal origin from farms that respect animal welfare according to reference standards and the relevant national legislation.

Angelo Vasino Spa therefore prefers RWS certified wool, specifically requesting the relevant documentation and transaction certificate from the purchasing office.

The Supplier is required to provide clear and transparent data that allows verification of compliance with the RWS standard, including references to traceability systems, controls carried out and animal welfare conditions on the farms involved.

**Artificial cellulose fibers:** Angelo Vasino SpA aims to limit the impact on forests, especially those at risk of extinction.

For this reason, the Supplier is required to source raw materials of cellulose origin certified by FSC (Forest Stewardship Council) and/or EcoVero. It is also preferable for the Supplier to purchase artificial cellulose raw materials from producers who have obtained a positive rating (Green T-shirt) according to the audit guidelines of CanopyStyle, an international organization aimed at promoting a responsible sourcing model for cellulose fibers.

**Flax** : The Supplier undertakes to procure flax with Masters of Flax Fibre™ certification, a certification of excellence that guarantees the origin and quality of flax coming from Europe by providing all the necessary traceability documentation, from cultivation to packaging.

**Recycled raw material** : The Supplier is required to favor the procurement of raw materials of pre/post-consumer recycled origin certified GRS (Global Recycle Standard) and/or RCS (Recycled Content Standard) or from specific Supplier brands that guarantee the recyclability and reduction of emissions of the raw material.

In case of need for certified raw materials/processing, the purchasing office will inform the Supplier according to the agreed methods and timeframes and, if necessary, request the relevant documentation or the goods transaction certificate (TC).

**Packaging** : Angelo Vasino SpA favors the use of primary and secondary packaging with particular attention to sustainability attributes, for example:

- recycled/reused plastic packaging (e.g. plastic wrap, plastic tissues)
- paper and cardboard from recycled and/or FSC/PEFC certified material
- reuse of packaging where possible (e.g. pallets)
- packaging free from toxic and harmful chemicals (e.g. phthalate/PVC-free plastics)

## **6. RECYCLE- Development of reuse, recycling and sustainable design practices**

Angelo Vasino SpA supports and favors suppliers committed to implementing best practices and structured projects for a progressive transition to a circular economy model. This model focuses on minimizing waste through recycling, reuse, and repurposing, and consistently applying sustainable design practices in product development. For this reason, suppliers are encouraged to disclose ongoing projects and explore potential future collaborations.

## **INTEGRITY AND ETHICS**

Angelo Vasino Spa is committed to conducting its business in compliance with applicable legislation, within a framework of fair competition, with honesty, integrity, fairness, and good faith, respecting the legitimate interests of its customers, employees, commercial and financial partners, and the communities in which it operates.

### **Ethics**

Suppliers are required to act with integrity, sharing the principles of Angelo Vasino Spa, respecting contractual commitments and corporate social responsibility.

### **Legality**

Suppliers are required to conduct themselves in a manner that does not evade applicable international, national, regional, provincial and municipal regulatory requirements in any area (administrative, fiscal, labor legislation, environmental, etc.).

### **Transparency**

In order to promote full transparency, Suppliers undertake to provide Angelo Vasino Spa with clear and precise information regarding the methods and resources used, as well as the production sites and characteristics of the products or services provided.

### **Anti-corruption**

are prohibited from engaging in any form of corruption, including extortion and bribery. They are also required to promote preventive measures.

### **Confidentiality**

Suppliers are required to take all necessary measures to ensure the confidentiality of the information and data received from Angelo Vasino Spa or acquired during the performance of their activities, whether confidential data or personal information, and to use such information only during the performance of their assigned tasks.

## COMPLIANCE AND VIOLATION OF THE CHARTER OF VALUES

Suppliers' compliance with this Charter of Values must be considered binding on them, as are any contractual obligations.

Angelo Vasino SpA requires the Supplier to comply with the minimum requirements of compliance with the law and current regulations in terms of social and environmental responsibility and to commit to respecting the requirements and voluntary standards expressed in the previous points.

In order to verify compliance with the provisions herein, Angelo Vasino reserves the right to carry out monitoring activities on Suppliers directly or through third parties.

Remote Assessment. Angelo Vasino SpA reserves the right to monitor its supply chain by sending self-assessment questionnaires with the aim of gathering evidence and more detailed information on the activities carried out by the Supplier in relation to the requirements described in this Charter.

On-site audits. Angelo Vasino SpA reserves the right to verify and confirm compliance with the requirements set forth in this document by conducting on-site audits at the direct Supplier's premises by its own personnel or third parties appointed by the Company.

Angelo Vasino Spa invites Suppliers to use the email address [sustainability@vasino.it](mailto:sustainability@vasino.it) to report confirmed or suspected violations of this Charter of Values or to request information regarding its correct interpretation. Data will be treated with full respect for privacy.

## ACCEPTANCE FORM

By signing this form, the Supplier confirms that:

- Having received, analyzed and understood the provisions of the Charter
- Commit to compliance with the Charter and applicable local, regional and national laws and regulations relating to the location of its offices
- Commit to gradually accepting and implementing the encouragements highlighted in the Charter, with a view to continuous improvement and sustainable development of business activities
- Accept the monitoring methods indicated in the document
- Inform Angelo Vasino Spa with transparency and integrity of any violation of the Charter
- In the event of non-compliance, undertake to implement the necessary actions to adapt your activities

Date \_\_\_\_\_

Place \_\_\_\_\_

Company Name \_\_\_\_\_

Name and position \_\_\_\_\_

Signature \_\_\_\_\_