

Angelo Tasino

CODE OF ETHICS

2025

Table of Contents

1. Introduction...	3
2. General principles	5
2.1 Compliance with the law	5
2.2 Equality and impartiality	5
2.3 Responsibility and honesty	5
2.4 Continuity, diligence, and accuracy in the performance of tasks and contracts	5
2.5 Competition	6
2.6 Protection and confidentiality of information	6
2.7 Relations with the community and protection of the environment	6
2.8 Integrity and protection of individuals	6
2.9 Protection of industrial and intellectual property	7
2.10 Prevention of corruption	7
2.11 Protection of privacy and personal data	7
2.12 Digital ethics and responsible use of technology	8
2.13 Diversity, equity, and inclusion	8
2.14 Whistleblowing and ethical reporting	8
3. Charter of Commitments for Sustainability	8
TRACE	8
PEOPLE	8
PLANET	10
CHEM	10
MATERIALS	10
RECYCLE	11
4. Transparency System	12

1- Introduction

Angelo Vasino Spa was founded in Chieri in 1955 by Angelo Vasino to meet the growing demand for design, engineering, and fabric production services.

Its distinctive feature has always been its approach to the study and research of new products, applying concepts of art, craftsmanship, and textile technology to the creation of fabrics for international prêt-à-porter and home furnishings customers.

- The company's history began in Chieri, an area with strong ties to the textile industry dating back to the Middle Ages. It was here that, in 1955, Angelo Vasino brought together two looms, a warping machine, and two workers, creating a small weaving mill—Vasino e Ciaudano—which in 1961 began exporting to Germany and, the following year, following the opening of new markets, to France, Japan, and the United States.
- In 1973, with the establishment of the Angelo Vasino printing works in Cambiano and the subsequent involvement of the founder's sons Renato and Giuseppe, the company received definitive international recognition, becoming a benchmark for Italian manufacturing worldwide.
- With the acquisition of Fil in 1990, the interest in innovation and quality research found its natural fulfillment in the complete renovation of the production spaces and technologies.
- In 2011, the production of fabrics for fashion was joined by that of fabrics for furnishings. The new sector is part of a continuum of experience and quality, based on a strong and consolidated corporate culture.
- Since 1955, craftsmanship and quality, style and research, creativity and tradition have been the values that guide the company's philosophy, based on know-how made up of substance and not appearance, attention to detail and experimentation, typically Italian excellence and international openness. A Leit Motiv that has led the company to become, since the beginning of its history, a supplier to all the world's leading clothing, accessory, and brand manufacturers.
- Since 2010, particular importance has been given to sustainability, first by joining the Kering project called "Clean by design" and then, in 2020, by joining a project managed by Process Factory called "4Sustainability®," laying the foundations for a global corporate renewal in terms of technology, process traceability, and the use of raw materials.

From the very beginning, Angelo Vasino has sought to promote the local tradition of Chieri, steeped in history for the design of textiles, investing in the talent of young people in the area. The leitmotif that permeates the company and the values that inspire it are based on an innate passion for the design and production of fabrics for ready-to-wear and home furnishings. This passion is the driving force behind the achievement of new goals and the pursuit of customer satisfaction.

Angelo Vasino S.p.A., aware of the importance of its commitments to the market and to current regulations, has joined Commitment 4sustainability® in order to share and communicate its values and principles of sustainability.

Angelo Vasino Spa undertakes to widely disseminate this document both internally and externally through all corporate communication channels and to display it in areas of the company accessible to all staff.

By signing the Commitment 4sustainability®, Angelo Vasino undertakes to:

- always put the founding values of 4sustainability® first: ethics, legality, transparency, anti-corruption, respect for the environment, people, and human rights;
- involve its value chain in the implementation of current and future initiatives;
- communicate and report on its initiatives in a correct, complete, and transparent manner;
- promote awareness and training on the topic of sustainability among its employees and, as far as possible, among its suppliers and the local communities in which it operates;

For Angelo Vasino S.p.A., it is essential that all the different entities (direct suppliers, distributors, subcontractors, etc.) with which it collaborates directly and indirectly for the production of its articles share the same principles and practices to ensure sustainable production and pursue valuable collaboration—beyond mere compliance with national and international regulations—in the areas of workers' rights, the environment, health, and safety.

This document describes the fundamental values that Angelo Vasino S.p.A. has decided to implement in its sustainability strategy and in which it intends to involve its internal staff, partners, and suppliers in order to achieve the common goal of sustainable production. It also undertakes to promote the Charter of Values among its collaborators, encouraging their constructive contribution.

This Charter of Values consists of three sections, each of which represents an element of Angelo Vasino's overall system.

1. **General Principles:** the ethical principles that inspire the company's operators
2. **Sustainability Values:** the set of values that complement the General Principles
3. **Transparency System**

2- General Principles

The "General Principles" contained in this Charter of Values reflect Angelo Vasino's underlying philosophy and inspire the company's behavior at all organizational levels and towards all its stakeholders. Reputation is a precious asset for us and it is our common duty to protect and improve it.

2.1 Compliance with the law

Angelo Vasino undertakes to conduct its business in compliance with applicable international, national, regional, provincial, and municipal legislation in all areas (administrative and tax, labor legislation, health and safety in the workplace, environmental, etc.). Accordingly, it rejects any illegal practice and excludes any behavior contrary to the law, the principles of this Charter of Values, or internal procedures.

2.2 Equality and impartiality

In decisions that affect relations with stakeholders, Angelo Vasino recognizes equal rights for all, without discrimination based on age, gender, sexuality, health, race, nationality, political opinions, or religious beliefs.

It undertakes to act in an objective, fair, and impartial manner in compliance with current regulations, as compliance with laws and regulations is an essential principle.

2.3 Responsibility and honesty

In implementing the company's mission, the conduct of all recipients of this Charter of Values must be guided by the ethics of responsibility.

In the conduct of any activity, situations must always be avoided in which the parties involved in the transactions are - or may even appear to be - in a conflict of interest. A conflict of interest arises in all situations in which a director, auditor, department head, employee, consultant, or collaborator of the company engages in conduct, whether by action or omission, aimed at obtaining personal gain or is in any way the bearer, even on behalf of third parties, of an interest other than that which is natural to the good performance of Angelo Vasino and professional gratification for the work performed and the results obtained.

2.4 Continuity, diligence, and accuracy in the performance of tasks and contracts

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

2.5 Competition

The company intends to develop the value of competition by adopting principles of fairness, fair competition, and transparency towards all market operators. All recipients of this Charter of Values shall refrain from engaging in and/or encouraging behavior that may constitute unfair competition.

2.6 Protection and confidentiality of information

All information acquired by the Company in the course of its business is to be considered confidential. The recipients of this Charter of Values therefore undertake to treat any data, news, and information that comes into their possession with absolute confidentiality, even after the termination of their employment, avoiding its dissemination or use for their own or third parties' speculative purposes.

2.7 Relations with the community and environmental protection

Angelo Vasino is aware of the influence, even indirect, that its activities may have on the conditions, economic and social development, and general well-being of the community, as well as the importance of social acceptance by the communities in which it operates.

For this reason, in carrying out its activities, it is committed to protecting the surrounding environment and contributing to the sustainable development of the territory: to this end, it plans its activities with commitment and attention to Sustainability Values, seeking a balance between economic initiatives and essential environmental needs, taking into account the rights of future generations. It is therefore committed to improving the environmental and landscape impact of its activities and to preventing risks to populations and the environment, not only in compliance with current legislation but also taking into account the development of scientific research and best practices in this field.

2.8 Integrity and protection of the individual

Angelo Vasino is committed to protecting the safety, health, and moral and physical integrity of its employees, external consultants, customers, and suppliers. To this end, it promotes responsible behavior and adopts all the safety measures required by technological developments to ensure a safe and healthy working environment, in full compliance with current legislation on prevention and protection.

It also works constantly to achieve a collaborative and non-hostile working environment and to prevent discriminatory behavior 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, honor, and reputation of each individual.

Differences in treatment based on objective criteria that do not conflict with the law or collective bargaining agreements are not considered discrimination.

Requests or threats aimed at inducing people to act against the law and the Code of Ethics, or to adopt behavior that is harmful to the moral and personal beliefs of each individual, are not tolerated and will therefore be dealt with appropriately.

2.9 Protection of industrial and intellectual property

Angelo Vasino bases its activities on compliance with regulations on the protection of trademarks, patents, and other distinctive signs and on copyright, condemning any form of disruption to the freedom of industry and commerce, as well as any possible form of fraud, counterfeiting, usurpation, or alteration of goods that may be subject to industrial or intellectual property rights. Therefore, all recipients are invited to adhere to the distinctive principles and standards of excellence of Angelo Vasino, as well as to comply with current legislation.

2.11 Prevention of corruption

Angelo Vasino S.p.A. adopts a zero-tolerance policy towards all forms of corruption, whether public or private, direct or indirect.

All recipients of this Charter of Values are prohibited from offering, promising, soliciting, accepting, or receiving money, gifts, or other undue advantages that could improperly influence professional decisions or conduct.

The Company promotes relationships based on transparency, honesty, and integrity, ensuring that every economic transaction is traceable and supported by appropriate documentation.

Internal control tools, periodic training, and reporting channels are in place to ensure the effective implementation of anti-corruption policies.

Any violation will be subject to disciplinary measures and, where appropriate, reported to the competent authorities.

2.12 Privacy and personal data protection

Angelo Vasino S.p.A. recognizes the protection of privacy and personal data as fundamental rights of the individual.

All recipients of this Charter of Values are required to process personal data in full compliance with current legislation (EU Regulation 2016/679 - GDPR and Legislative Decree 196/2003 and subsequent amendments).

The Company undertakes to:

- collect and process personal data in a lawful, fair, and transparent manner, for specific and legitimate purposes;
- ensure the security and confidentiality of data through appropriate technical and organizational measures;
- limiting access to data to authorized and trained personnel only;
- ensure the right of data subjects to information, access, rectification, erasure, and portability of their data.

Compliance with privacy rules is considered an integral part of ethical culture and corporate responsibility.

2.13 Digital ethics and responsible use of technology

The company promotes the responsible and transparent use of digital technologies, artificial intelligence, and automated systems. All innovations must comply with the principles of fairness, cybersecurity, privacy protection, and non-discriminatory algorithms.

2.14 Diversity, equity, and inclusion

Angelo Vasino S.p.A. is committed to promoting an inclusive culture based on respect for diversity and equal career opportunities and pay. Any form of harassment, discrimination, or microaggression is prohibited and subject to sanctions.

2.15 Whistleblowing and ethical reporting

A confidential and protected reporting channel has been set up to allow employees and collaborators to report, in good faith, any violations of the Code of Ethics, guaranteeing protection from any form of retaliation.

3- Charter of Commitments for Sustainability

Below are the environmental and social "Sustainability Values" that Angelo Vasino considers fundamental and intends to pursue over time to ensure sustainable production.

TRACE - Process traceability and supply chain monitoring

Angelo Vasino S.p.A. requires its suppliers to manage traceability information on their production and supply chain, as well as on the origin of the raw materials used. Traceability information must document the identification and traceability of the production batches of each component/material in its various stages of processing.

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

PEOPLE - Growth in organizational well-being and social responsibility

Angelo Vasino complies with the social responsibility and worker health and safety requirements described below

Prohibition of forced labor. The Company guarantees that all workers are free to 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 refers to work performed by children below the minimum age (14, 15, or 16 years) established for various types of activities by national legislation in accordance with international regulations and, in any case, work that may 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 rights and duties of the employee and defines the terms for the termination of the contract itself.

Freedom of association. The Company guarantees workers the right to collective bargaining, to create or join trade unions of their choice, without being subject to sanctions, discrimination, or abuse by the employer.

Health and safety of workers. The Company guarantees that all workers operate in a safe and healthy working environment, in compliance with applicable regulations. The supplier must implement appropriate measures to prevent accidents and damage to health arising from, related to, or occurring during work, reducing, as far as reasonably possible, the causes of risks inherent in the working environment in order to prevent and manage accidents and damage to health. Any modification to machinery is prohibited without prior authorization from the owner.

Fair remuneration. The Company guarantees all workers a minimum wage defined on the basis of national legal standards or industry benchmarks, whichever prevails, 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 Company complies 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 Labor Organization (ILO).

Prohibition of discrimination. The Company treats all workers fairly, avoiding any discriminatory practices—with particular reference to remuneration, hiring, access to training, promotions, dismissals, or retirements—based on gender, race, caste, nationality of origin, religion, age, disability, marital status, sexual orientation, union membership, or political affiliation.

Prohibition of mistreatment and abuse in the workplace. The Company guarantees all workers the right to respectful and dignified treatment. No form of physical, psychological, verbal, or sexual abuse, corporal punishment, or other forms of intimidation shall be carried out against them.

Organizational well-being and continuous improvement. The Company considers more agile forms of work, applying methods that improve work organization, work-life balance, and reduce commuting. It should also evaluate new working models to increase productivity and improve worker well-being.

PLANET - Conscious use of resources to reduce environmental impact

Angelo Vasino S.p.A. aims to reduce the environmental impact of its own activities and those of its supply chain.

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

The Company also undertakes to measure its energy consumption and related emissions in order to evaluate policies and projects to reduce them, in accordance with the common commitment to combat climate change and reduce its environmental impact.

CHEM - Elimination of toxic and harmful chemicals from production processes

Angelo Vasino S.p.A. is aware that, among the most significant impacts associated with its production activities, the use of chemicals in several of its processing cycles plays a major role. In this regard, Angelo Vasino is committed, either directly or by involving its suppliers, to progressively eliminating chemicals that are toxic and harmful to humans and the environment from its production processes (internal and/or external), through the application of a risk assessment and management system in line with the ZDHC (<https://www.roadmaptozero.com>) program.

Angelo Vasino requires its suppliers to evaluate the adoption of ZDHC MRSL implementation protocols to demonstrate the level of implementation of the process of eliminating toxic and harmful substances from production cycles.

MATERIALS - Conversion to the use of lower-impact materials for sustainable production

Angelo Vasino S.p.A., aware of the social and environmental impact of raw material extraction, aims to gradually introduce fibers and materials with sustainable characteristics into its production.

Suppliers are required to give preference, where possible, to sourcing raw materials from suppliers who comply with social and environmental responsibility requirements in line with this Charter of Values, possibly also obtaining certifications or product labels.

Cotton: Angelo Vasino does not purchase cotton from Uzbekistan, Turkmenistan, or Xinjiang due to the forced labor and child labor conditions found in these producing countries. The company requires its suppliers to constantly seek to source cotton from entities/partners committed to preserving the environment during cultivation and to supporting farmers in implementing techniques with low environmental impact (e.g., irrigation, use of pesticides and fertilizers, protection of biodiversity, etc.).

With this in mind, Angelo Vasino S.p.A. prefers cotton from the BCI-CmiA-Fairtrade initiative or GOTS/OCS-certified cotton, which will be specifically requested by the purchasing department with the relevant documentation/transaction certificate.

Protein fibers: As part of the services provided, the Company undertakes to purchase raw materials of animal origin from farms that respect animal welfare in accordance with the relevant standards and national legislation. It also undertakes to select suppliers who apply "good farming" practices, i.e., who do not engage in any kind of cruelty or mistreatment of animals in accordance with the principles expressed in the 5 freedoms of animal welfare.

Artificial cellulose fibers: Angelo Vasino S.p.A. aims to limit its impact on forests by preserving those at risk of extinction in particular. For this reason, it requires its suppliers to source ^{FSC®}(Forest Stewardship Council) certified cellulose raw materials. It is also preferable that its suppliers purchase artificial cellulosic raw materials from producers who have obtained a positive assessment (Green t-shirt) according to the audit guidelines of CanopyStyle, an international organization with the aim of promoting a model of responsible sourcing of cellulose-derived fibers. Angelo Vasino also aims to progressively integrate raw materials derived from processes with a lower environmental impact (e.g., Ecovero).

Recycled raw materials: Angelo Vasino prefers to source raw materials from pre/post-consumer recycled sources certified by GRS (Global Recycle Standard) and/or RCS (Recycled Content Standard) or from specific supplier brands that guarantee the recyclability and reduced emissions of the raw material.

Packaging: Angelo Vasino prefers to use primary and secondary packaging with sustainable content, for example:

- recycled/reused plastic packaging (e.g., plastic wrap, plastic tissue paper)
- paper and cardboard made 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)

RECYCLE - Development of reuse, recycling, and sustainable design practices

Angelo Vasino is committed to assessing the feasibility of or implementing good practices and structured projects for a gradual transition to a circular economy model whose fundamental objectives are to minimize waste through recycling, reuse, and repurposing practices and the consistent application of sustainable design practices in product development.

4- Transparency system

Angelo Vasino is aware of the importance of its commitments to the market and to current regulations and intends to share and communicate its values, sustainability principles, and the results of its actions with the utmost transparency, sharing data with a view to growing alongside its supply chain.

A prime example of this is the annual publication of the Sustainability Report, which collects data and evidence of company practices.

By signing the Commitment 4Sustainability®, the Company declares itself to be open and available for surveillance and monitoring visits at its premises and throughout its supply chain, and is fully cooperative with audits carried out by certification bodies for the maintenance of certifications and by customers for compliance with the commitments undertaken.