



MAGLIERIA GINA Srl CODE OF ETHICS

1. Introduction

Maglieria Gina is an Italian family-owned company producing circular knit fabrics since its foundation in 1980. Established through the union of three families, over the years it has successfully combined the company's different identities into a perfect blend of quality, creativity, reliability, innovation, and sustainability.

This Code of Ethics defines the values, principles, and rules of conduct that guide our activities, internal relationships, and relations with all stakeholders.

The Code applies to:

- Employees
- Collaborators
- Suppliers
- Business partners
- Consultants

2. Core Values

Maglieria Gina bases its activities on the following values:

✓ **Integrity**

We operate with honesty, fairness, and transparency: no misleading statements are made, no relevant information is omitted for customers and suppliers, and no data or documents are altered.

✓ **Responsibility**

We take responsibility for our decisions and their impact, acting promptly whenever errors have unintentionally led to the production of defective fabrics.



✓ **Respect**

We promote an inclusive environment that respects both people and the environment. Employees are also supported when personal situations of difficulty arise.

✓ **Sustainability**

We adopt practices aimed at reducing environmental and social impact.

✓ **Quality and Innovation**

Continuous research into innovative solutions and high-quality products developed in partnership with customers and suppliers.

3. Commitment to Sustainability

In line with our production activity, the manufacturing of knitted fabrics on circular knitting machines, we are committed to:

- Using sustainable and recycled materials, when specifically requested by customer and when raw material suppliers propose new fibers for testing. Recycled materials are also used to package rolls of greige and finished fabrics.
- Optimizing production processes to minimize environmental impact: in order to make the best possible use of raw materials (yarn and elastic cones), where necessary we carry out rewinding operations or cones rotation on the machine to ensure uniform consumption.
- Reducing waste and optimize the consumption of natural resources throughout the production cycle.

4. Commitment to People

Maglieria Gina recognizes its human capital and guarantees:

- Equal opportunities and absolute absence of discrimination
- Safe and dignified working conditions
- Respect for personal dignity and human rights
- Enhancement of skills and professional growth



The company maintains a zero-tolerance policy regarding the following non-tolerated behaviors :

- Harassment
- Offensive or aggressive behavior
- Any kind of discrimination

5. Safety and Working Environment

The company is committed to:

- Guaranteeing safe and healthy working environments
- Complying with health and safety regulations
- Promoting responsible behavior

Every employee is required to:

- Strict adherence to all established safety procedures.
- Mandatory and correct use of Personal Protective Equipment (PPE)
- Immediate reporting of any identified risky situations

6. Relations with Suppliers and Partners

The selection of suppliers and partners is conducted by Maglieria Gina via objected criteria such as:

- Quality, reliability, and competitiveness
- Compliance with regulations
- Ethical alignment

We require our partners to demonstrate:

- Respect for labor rights
- Compliance with environmental regulations, with particular attention to REACH regulations



- Fair professional conduct and collaborative behavior
- Transparency in the information provided

7. Customer Relations

To maintain professional excellence and trust, Maglieria Gina guarantees its customers:

- Absolute transparency in all communications
- Fairness and integrity in commercial dealings
- The highest standard of product quality
- Truthful information regarding product technical characteristics and sustainability

8. Legality and Compliance

Maglieria Gina operates in full compliance with applicable laws and regulations.

All parties subject to this Code must:

- Act in compliance with the law
- Abstain from any illegal, illicit, or improper conduct
- Cooperate fully and transparently with competent authorities when required

9. Conflict of Interest Management

Employees and collaborators must avoid any situation where personal or external interests may interfere with their professional judgement or the best interests of the company. Any potential or actual conflict of interest must be communicated to management in a timely and formal manner.



10. Confidentiality and Protection of Information

Everyone is required to:

- Protect sensitive company information
- Respect privacy and confidentiality regulations
- Properly use and diligent care of company tools and resources

11. Reporting and Violations

The company encourages the reporting of any behavior that deviates from the principles set forth in this Code. Maglieria Gina guarantees the following protections for those reporting in good faith:

- The identity of the whistleblower shall be protected to the fullest extent permitted by law
- No individual shall suffer any form of professional or personal retaliation for reporting suspected violations

12. Final Provisions

The Code of Ethics:

- Is an integral part of the company culture
- Must be known and respected by everyone
- May be updated over time

13. ESG Commitment (Environmental, Social, Governance)

Maglieria Gina integrates ESG (Environmental, Social, Governance) principles into its strategy and operational activities, recognizing sustainability as a central element of its business model. The company operates in line with the principles of the Slow Fiber movement, ensuring the



maintenance and development of internationally recognized certifications such as Oeko-Tex and GRS.

13.1 Environmental Dimension

The company is committed to:

- Progressively reducing the environmental impact of production processes
- Promoting the use of sustainable, recycled, or low-impact materials
- Optimizing the use of energy, water, and natural resources
- Minimizing waste, emissions, and resource consumption
- Promoting circular economy practices

Maglieria Gina adopts an approach focused on the continuous improvement of environmental performance.

13.2 Social Dimension

The company promotes:

- Fair and safe working conditions that respect people's dignity
- Equal opportunities and inclusion
- Professional development and enhancement of skills
- Fair relationships with employees, customers, and partners
- Attention to people's well-being and the community

Maglieria Gina requires its suppliers and partners to respect human rights and labor regulations and is also actively committed to supporting the local area in which it operates, including through initiatives such as donations to local schools and support for first aid services.

13.3 Governance Dimension

The company operates according to principles of:

- Transparency
- Fairness
- Responsibility



- Legality
- Integrity in decision-making processes

The following are promoted:

- Ethical and responsible management practices
- Control systems and regulatory compliance
- Conflict prevention
- Traceability and reliability of company processes

13.4 Continuous Improvement

Maglieria Gina is committed to:

- Monitoring and evaluating its ESG performance
- Defining sustainable improvement objectives
- Promoting a corporate culture focused on sustainability