

# MILLEFILI®

## MILLEFILI S.p.a.'S CODE OF ETHICS

In order to meet these requirements, Millefil SpA has adopted a Code of Ethics, which crystallizes the fundamental values and rules that must inspire the behaviour of all those who have a relationship with the company, constituting the observance and full respect of these values and rules, primary conditions for the success of the company and the improvement of the social context in which it operates.

Millefil S.p.A. considers it essential to create conditions that foster a working environment inspired by respect, fairness and collaboration and such as to allow the involvement and empowerment of all employees and collaborators, with regard to the specific objectives to be achieved and the methods to pursue them. Therefore, the Company ensures the careful dissemination and information of the principles contained in the Code of Ethics and their application to the subjects it refers to, so that all those who work - in any capacity - for the Company carry out their activity and/or their assignment or function according to a constant and strict observance of the principles and values it contains.

All the Persons who work or collaborate with Millefil SpA, without distinction or exception, undertake to observe and have observed the principles of the Code of Ethics within the scope of their functions and responsibilities: in no way may the presumed conviction of acting for the Company's benefit justify the adoption of behaviour in contrast with the principles established by the Code of Ethics.

Considering ethical principles as an inalienable value that integrates and goes beyond what is provided for by law, the observance of the prescriptions contained in the Code of Ethics is an essential prerequisite to establish or continue the collaborative relationship with Millefil SpA and must, in particular, be considered an important part of the contractual obligations arising from any work relationship, professional assignment or commercial agreement established. Failure to adhere to or possible non-compliance with the aforementioned principles by third parties may not allow Millefil SpA to establish or continue the aforementioned relationships with them.

[Code of Ethics]