

Code of Ethics

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1. INTRODUCTION

Domus Line S.r.l. (hereinafter also the "**Company**"), also for the purpose of effectively applying the ethical and social principles it recognises as important, has drafted this Code of Ethics aiming to clearly and unambiguously identify the values the Company has always adhered to in the performance of its activities.

The Company therefore requires that its employees and all persons interacting with the Company or involved for any reason in its business activities comply with the company rules and the principles laid down in this Code, considering such compliance to be indispensable for the correct operation, reputation and image of the Company as well as for the continuation of the relations with the person concerned, which are necessarily based on trust and reliability.

2. DEFINITIONS

The terms in capitals used in this document have the meanings indicated below:

- "**Decree**": indicates Italian Legislative Decree no. 231 of 8 June 2001 and amendments;
- "**Code**" or "**Code of Ethics**": indicates this code, in the version in force on a case-by-case basis;
- "**Recipients**": the persons bound to comply with the provisions of this Code, including in particular the Recipients, Function Managers, Collaborators, Top Management, as well as all other persons working with Domus Line S.r.l. on the basis of a permanent or temporary contractual relationship;
- "**Employees**": the persons holding a subordinate work relationship with Domus Line S.r.l. (including fixed-term and part-time workers) or any similar or equivalent relationship;
- "**Function Managers**": each manager of one or more functions of Domus Line S.r.l., in conformity with the company organisation chart in force at the time;
- "**Collaborators**": the persons holding relations with Domus Line S.r.l. on the basis of agency, representation or commercial intermediation contracts, or any other form of independent working relations, also on an occasional basis, and any other person representing Domus Line S.r.l. by way of mandates, powers of attorney or de facto orders;
- "**Top Management**": on a case-by-case basis when holding office, the sole director, the chairman, vice-chairman, managing director and all members of the board of directors, members of the board of auditors, general directors of Domus Line S.r.l., and any other persons in a top management position, referring to any person holding functions of representation, administration or management of the Company or one of its organisational units, holding financial and functional autonomy or exercising de facto management and control of the company or part thereof;
- "**Organisation Model**": the organisation, management and control model of Domus Line S.r.l. adopted pursuant to art. 6 of the Decree;

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- **"Supervisory Body"**: the body appointed by Domus Line S.r.l. in conformity with the provisions of art. 6 of the Decree;

3. FIELD OF APPLICATION AND RECIPIENTS OF THE CODE

This Code applies to the Top Management, Function Managers, Recipients and Collaborators of Domus Line S.r.l., wherever they perform their functions.

The principles and provisions of the Code of Ethics are binding for all Recipients, without prejudice to the application of statutory laws.

This Code also applies to third parties with whom the Company holds permanent or temporary relations (cooperation, partnership, supply of goods or services, etc.).

3.1 Effectiveness of this Code towards Top Management, Function Managers, Recipients and Collaborators

According to the case, the breach of this Code by Top Management, Function Managers, Recipients and Collaborators constitutes a disciplinary offence (sanctioned in compliance with the applicable law) and/or a contractual breach and may lead to the payment of compensation for damages caused to the Company by such breach.

These persons shall comply with the provisions of this Code both in their relations within the company (so-called internal relations) and in their relations with third parties (so-called external relations). In particular:

- a. the Top Management, within their administrative functions (and in particular in the definition of corporate strategies and objectives, as well as any decision or action relating to the management of the Company) and within their control functions, base their conduct on the principles of this Code, both inside the Company - thus strengthening cohesion and the spirit of mutual cooperation -, and towards any third parties they come into contact with;
- b. the Function Managers base their conduct on the principles of this Code and demand the compliance with these by Recipients and Collaborators. For the purpose of this Code, each Function Manager supervises the Recipients and Collaborators under his or her own management, coordination and control, and adopts the necessary measures to prevent breaches of this Code. In particular, each Function Manager has the obligation to:
 - I. carefully select the Recipients and Collaborators on the basis of their personal and professional abilities, also for the purpose of the compliance with this Code;
 - II. clearly, precisely and completely inform the Recipients and Collaborators of the obligations they must comply with, and specifically the obligation to comply with the laws and with this Code;
 - III. unambiguously inform the Recipients and Collaborators that any breaches of this Code are not only highly disapproved of but may

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- constitute a disciplinary offence and/or a contractual breach, in conformity with the laws in force;
- IV. within the scope of the assigned functions, implement or promote the adoption of measures suited to preventing the commission of breaches and prevent retaliation against his or her own Recipients or Collaborators or any other Employee or Collaborator;
- c. the Recipients and Collaborators base their conduct on the principles laid down in this Code and on the communication received from their own Function Managers and the Top Management. In particular, it is specified that the compliance with this Code constitutes an integral part of the contractual obligations of all Recipients, also pursuant to and by effect of art. 2104 of the Italian Civil Code.¹

Without prejudice to the functions assigned to the Supervisory Body in relation to the Top Management, Function Managers, Recipients and Collaborators, each of these Recipients fulfil their own respective functions and related obligations in compliance with the provisions of this Code, any recommendations or instructions issued by the Supervisory Body and the implementation and control procedures adopted by the Company.

The Recipients are bound to promptly report any information concerning potential or actual breaches of this Code of Ethics in writing to the Supervisory Body. Anonymous reports are not permitted. Reports must be made to the Supervisory Body in the methods indicated in the General Part of the Organisation Model adopted by the Company.

3.2 Effectiveness of this Code towards third parties

Domus Line S.r.l. promotes the application of this Code by third parties with whom relations are held both in Italy and abroad, also by including specific clauses in the respective contracts establishing the obligation of such third parties to comply with the provisions of this Code in their relations with the Company, specifying that the breach of such rules may lead to the termination of the contractual relationship, and the full right of the Company to demand and obtain compensation for any damage suffered.

The Supervisory Body monitors the implementation of the provisions of the previous paragraph.

4. SUPERVISORY BODY

The Supervisory Body of Domus Line S.r.l., appointed pursuant to and by effect of art. 6, para. 1, lett. b) of the Decree, has all the powers and functions provided for in the Organisation Model also in relation to the monitoring of the strict compliance with and concrete application of this Code of Ethics.

The Supervisory Body is assigned the following specific tasks:

¹ Ai sensi dell'art. 2104 cod. civ. (relativo alla "Diligenza del prestatore di lavoro"), "il prestatore di lavoro deve usare la diligenza richiesta dalla natura della prestazione dovuta, dall'interesse dell'impresa e da quello superiore della produzione nazionale. Deve inoltre osservare le disposizioni per l'esecuzione e per la disciplina del lavoro impartite dall'imprenditore e dai collaboratori dai quali gerarchicamente dipende."

- a. constantly monitor the application of the Code of Ethics by the Recipients, also through the investigation of any reports received;
- b. report any breaches of the principles laid down in this Code to the competent company functions, also for the purpose of the application of appropriate sanctions;
- c. perform advisory functions in relation to the procedures to be implemented to guarantee the widespread dissemination and full implementation of the Code of Ethics in the Company;
- d. ensure the periodic updating of the Code of Ethics.

5. FUNDAMENTAL PRINCIPLES

5.1 Compliance with the law

Domus Line S.r.l. recognises compliance with the laws and regulations in force in all countries in which it works as a fundamental principle.

Within their own functions and in the exercise of their respective activities, the Recipients are bound to comply with the (national, supranational or foreign) laws applicable to their place of work and shall in any case avoid committing breaches of such laws and regulations.

Each Recipient shall use the necessary diligence to become familiar with the laws and regulations applicable on a case-by-case basis to his or her own functions.

Each Employee shall comply not only with the general principles of diligence and loyalty referred to in art. 2104 of the Civil Code, but also with the rules of conduct laid down in any applicable collective contracts.

5.2 Enhancement of human resources

Aware of the role that human resources play in the development of its business activities, the Company works to ensure that human relations are established and maintained in the company based on loyalty and mutual trust, as well as on the compliance with the rights of workers with a view to full professional growth. All Top Management, Function Managers, Employees and Collaborators are therefore required to work loyally, ensuring the services provided and complying with the commitments entered into with the Company.

5.3 Professionalism and spirit of cooperation

Each Recipient performs his or her own tasks with the professionalism demanded by the nature of the tasks and functions held, making all efforts to achieve the set objectives and holding responsibility for their assigned tasks. Each Recipient works diligently, developing and updating their skills.

Mutual cooperation among all persons involved for any reason in the same project or production process is an indispensable principle for Domus Line S.r.l. and an essential element for the success of the business.

The quality and efficiency of the company organisation and the reputation of Domus Line S.r.l. are determined significantly by the conduct of each Recipient. Each Recipient is therefore bound through his or her own conduct to contribute to safeguarding such values, both in and out of the work place.

5.4 Integrity

In the performance of their own functions, each Recipient maintains a conduct inspired by transparency and moral integrity (considering the different social, economic, political and cultural contexts) and particularly by the values of honesty, correctness and good faith.

5.5 Dignity and equality

Each Recipient recognises and respects the personal dignity, private life and rights of the person of all individuals. Each Recipient works with men and women of different nationalities, cultures, religions, ethnic groups and races.

No sexual, personal or other forms of discrimination, harassment or offences are not tolerated. Any acts of discrimination or even conduct aiming to incite the commission of acts of racial, ethnic, national or religious discrimination are not tolerated.

Propaganda and incitement to racial, ethnic, national or religious discrimination based wholly or partly on the denial, severe minimisation or apology of the Shoah or crimes of genocide, crimes against humanity or war crimes are not tolerated.

5.6 Traceability

Each Recipient shall keep appropriate documentation of all operations performed in order to be able to check the motivations and characteristics of the operation at any time, in all phases of authorisation, performance, recording and checking of the operation.

5.7 Objectivity

In the performance of their functions, the Recipients, avoid conflicts of interest. The following are examples of conflict of interests:

- a. the assumption of corporate positions or the performance of work activities of any kind (for example, the performance of works or services) at customers, suppliers, competitors and/or third parties which are contrary to the interests of the Company;
- b. the instrumentalisation of their own functional position to obtain interests which are contrary to those of the Company;
- c. the use of information acquired in the performance of work activities to one's own advantage or to the advantage of third parties and in any case contrary to the interests of the Company.

All situations which may potentially generate a conflict of interests or compromise the Recipient's ability to take decisions in the best interests of the Company, are immediately reported by the Employee or Collaborator to his or her Function Manager, or by the Function Manager or the Top Management to the Supervisory Body and, for the Recipient in question, require the obligation to abstain from performing acts linked to or relating to such situation.

The laws concerning the interests of administrators shall in any case apply (see art. 2391 of the Italian Civil Code).

6. EXTERNAL RELATIONS

6.1 Gifts, benefits or other advantages

Within their own functions, the Recipients are prohibited from offering or granting to third parties or accepting or receiving from third parties, directly or indirectly, also during festivities, any unauthorised gifts, benefits or other advantages (also in the form of sums of money, goods or services), with the exception of gifts of modest value directly ascribable to normal relations of commercial courtesy or in any case such that do not give any extraneous and impartial third party the impression that they aim to acquire or grant undue advantages, or are such that in any case give the impression of unlawfulness or immorality (without prejudice to the provisions of Paragraph 6.4. below).

Recipients receiving gifts or offers of gifts which in any case do not conform to the above paragraph must immediately notify, if they are Employees or Collaborators, their own Function Manager and the Supervisory Body, or if they are Function Managers or Top Management, the Supervisory Body, to allow the appropriate measures to be taken. Recipients are in any case forbidden from soliciting, accepting or receiving gifts of any kind, even if they are of modest value.

Any Recipients who in the performance of their functions sign contracts with third parties must check that such contracts do not provide for or imply gifts in breach of this Code of Ethics.

6.2 Relations with private entities, business partners and competitors

In relations with private bodies, Recipients must abstain from offering, promising or paying, even indirectly, in the interest or to the advantage of the Company, undue money or other benefits: (i) to administrators, general directors, directors in charge of drafting the company accounts, auditors or liquidators of other bodies, or (ii) to persons who - in the organisation of bodies other than the Company - hold management functions other than those of the persons indicated in the previous point (i); or (iii) to persons subject to the management or supervision of one of the persons indicated in the previous points (i) and (ii), so that they perform or abstain from performing acts in breach of the obligations imposed by their office and the obligation of loyalty.

It is also expressly forbidden to solicit, accept the promise of or receive, for oneself or for others, even indirectly, a promise or gift of money or other undue benefits to perform or abstain from performing an act in breach of the obligations imposed by their office and the obligation of loyalty.

Without prejudice to what stated above, in relations with business partners and contractual counterparties, Recipients are bound to perform their activities competently, precisely, carefully, responsibly and efficiently, based on honesty, loyalty, openness and transparency, in compliance with the principles of this Code of Ethics.

In relations with business partners and contractual counterparties, all Recipients must comply with the principles expressed in this Code of Ethics and, specifically, must:

- a. establish business or contractual relations only with persons with a respectable reputation, working in lawful activities and whose corporate ethics culture is compatible with that of the Company;
- b. ensure the transparency of agreements and avoid signing secret agreements which are contrary to the law;
- c. maintain transparent and cooperative relations with business partners and contractual counterparties;
- d. promptly report any conduct of the partner or contractual counterparty which appears contrary to the ethical principles of this Code to their function manager and to the Supervisory Body.

Domus Line S.r.l., in the performance of its corporate activities, and in particular those concerning its core business, undertakes to protect the freedom of competition and its lawful implementation, ensuring the correct performance of the economic order and stigmatizing any and all forms of intimidation through which one may tend to control, or in any case to condition, other people's business activities.

To this end, the Recipients are expressly forbidden to:

- disseminate information about a competitor's business likely to bring it into disrepute or to appropriate the merits of a competitor's business;
- use, directly or indirectly, any other means that does not comply with the principles of professional correctness and is likely to damage the company of others;
- implement violent or intimidating behaviour or condition the commercial, industrial or production activities of third parties, possibly also in the context of participation in public tenders, including with forms of intimidation typical of organised crime, in order to hinder/eliminate competition;
- establish collusive agreements with other companies with a view to winning contracts, including public contracts, to the detriment of other competitors, or discourage competitors from submitting competitive bids.

6.3 Relations with information bodies

Relations with the press, television and general mass communication means, both national and foreign, are held exclusively by the Managing Director; where necessary, also by other Top Management, but only where expressly authorised or other persons delegated by him. All external communication shall be authorised in advance in conformity with the company procedures in force at the time.

6.4 Relations with the Public Administration

The Company, also in its relations with the Public Administration (including but not limited to Ministries and their peripheral offices, Public bodies, Local Authorities, the Italian Antitrust Authority, Authority for the Protection of Personal Data, etc.), demands strict compliance with the laws and regulations in force by all Recipients.

For this purpose, the relations with the Public Administration are held by the Top Management or by authorised Function Managers, or by persons appointed by them, in compliance with the applicable laws and regulations in force and with this Code, particularly concerning the principles of correctness, transparency and efficiency.

In particular, for example, the following conduct held and actions undertaken, in Italy or abroad, both directly by the Recipients or by persons acting on behalf of the Company, are forbidden:

- a. to promise, offer or in any way pay or supply monies, goods in kind or other benefits, whatever their value, also indirectly, to public officials, persons in charge of public services or generally any public officials or employees of the Public Administration, with the aim of promoting or favouring the interests of the Company; even following requests from such persons belonging to the Public Administration, even where these persons, taking advantage of their own position and powers, adopt conduct aiming to induce the Recipients to give or promise money or other benefits. The above provisions cannot be avoided using other forms of aid or contributions, such as appointments, consulting contracts, advertising, sponsorships, employment opportunities, sales opportunities or any other kind of advantage, etc.;
- b. to hold conduct or undertake actions, even indirectly, towards the above-described persons' spouses, relatives or similar persons;
- c. behave in such a way, including through an intermediary, as to improperly influence the decisions of officials dealing with or making decisions on behalf of the Public Administration, for example by determining and/or inciting a public official to (or materially cooperating with him/her in) intentionally procuring an unfair financial advantage for the Company or causing unfair damage to others in the performance of his/her duties or service, in violation of specific rules of conduct expressly provided for by law or by deeds having the force of law and for which there is no margin of discretion, or by failing to abstain in the presence of one's own interest or that of a close relative or in other prescribed cases;
- d. to provide or promise to provide, solicit or obtain, also indirectly, confidential information and/or documents or in any case which could compromise the integrity and reputation of one or both parties in breach of the principles of transparency and professional correctness;
- e. have the Company represented by a consultant or "third" party when conflicts of interest may arise; in any case these persons, and their staff, are subject to the same provisions binding the Recipients.

The conduct described is forbidden both during negotiations, requests and relations with the Public Administration and once these have been concluded.

Moreover, in all cases when requesting contributions, grants or funding from the State or other public bodies or the European Communities or bodies of foreign states,

subsidies, financing, subsidized loans, or other similar types of disbursements, however named, the Recipients involved in these procedures must:

- ensure correctness and truthfulness, using and submitting complete declarations and documents pertaining to the activities for which such benefits may lawfully be obtained;
- having obtained the requested funding, assign it to the purposes for which it was requested and granted.

Also for this purpose, the Company requires that the Recipients collect and keep the documentation relating to any contact with the Public Administration.

6.5 Relations with political parties, trade union organisations and other associations

Relations with political parties, trade union organisations and other stakeholder associations are held by the authorised Top Management or by persons appointed by them, in compliance with the applicable laws and regulations in force and with this Code, particularly concerning the principles of impartiality and independence.

In relations with these category, the conduct and actions described in paragraph 6.4 are forbidden.

Strictly institutional forms of cooperation are permitted, aiming to contribute to the implementation of events or activities, including the organisation of conferences, seminars, studies, research, etc. provided these do not aim to obtain undue favours.

7. HUMAN RESOURCES

7.1 Recruitment and professional training

The recruitment and management of Domus Line S.r.l. staff are based on criteria of merit, ability and the evaluation of personal skills and potential; recruitment activities are performed also to assess the correspondence of the candidates' personal and professional qualities with the provisions of this Code. Domus Line S.r.l. enhances and fosters the development of skills and capacities of its own staff, also organising professional training activities. Each Recipient diligently performs these activities and reports any need for further or specific activities in order to allow the Company to adopt the necessary initiatives.

7.2 Equal opportunities

Domus Line S.r.l. aims to create a working environment characterised by the absence of racial, cultural, ideological, sexual, physical, moral, religious or other forms of discrimination, offering the Recipients equal opportunities and equal conditions. All Recipients are bound to cooperate to achieve this objective.

7.3 Compliance with legislation on foreign workers

The Recipients undertake to guarantee the punctual and full compliance with the rules on immigration and on the condition of foreigners in Italy, with particular reference to

the provisions relating to the procedure for hiring foreign workers, whether for a fixed or indefinite period.

Among other things and in particular, the Recipients are required to refrain from any and all conduct that has the purpose, or even only the effect, of hiring and employing foreign employees without a residence permit, or whose permit has been revoked or cancelled, or has expired (and whose renewal has not been requested, within the terms of the law).

7.4 Working environment

The Recipients cooperate mutually to achieve the common results and undertake to create a serene and gratifying working environment.

In the working environment, the Recipients maintain conduct based on responsibility, order and decorum.

Domus Line S.r.l. works to ensure that no episodes of harassment or intolerance occur in its internal work relations.

The dignity, conformity with the laws in force and the employment conditions of each worker, also in terms of health and safety at work, and salary levels, must always and in any case be guaranteed.

7.5 Collateral activities

Recipients are permitted to perform collateral activities to the extent in which these do not compromise their performance of work activities on behalf of Domus Line S.r.l. Recipients must in any case abstain from performing collateral activities (even where performed free of charge) which are contrary to the specific obligations undertaken to the Company.

7.6 Use of corporate IT systems, equipment and facilities

The corporate assets of the Company and, in particular, the plants and equipment in the work places, are used exclusively for reasons of service, pursuant to the laws in force. The Company also exercises its activity in full compliance with the laws and regulations in force concerning the use and management of IT systems, which the Recipients of this document are therefore obliged to know and comply with. Under no circumstances is it permitted to use the corporate assets and, in particular the IT resources and network for purposes that are contrary to statutory laws, public order and good practice, and in any case in relation to racial intolerance, the exaltation of violence or the breach of human rights, or to commit or incite the commission of crimes, violate, damage or alter the IT system or third party information or illegally obtain confidential information.

No Recipients are permitted to make audiovisual, electronic, paper or photographic recordings or reproductions of company documents, unless such activities are part of the normal performance of their assigned functions.

7.7 Alcohol, narcotic drugs and smoking

It is prohibited to use narcotic drugs or alcoholic substances in the work place.

Without prejudice to the statutory provisions on smoking at work, Domus Line S.r.l. shall particularly consider the needs of those who request the protection from "passive smoking" in the work place.

7.8 Adhesion of Domus Line S.r.l. to the Code of Ethics issued by the ETI

Domus Line S.r.l., aware of the expectations of its own global customers, has voluntarily implemented the principles on which its activities are based, and which are contained in this Code of Ethics, also adhering to the principles of the basic Code of Ethics issued by the International Body ETI (Ethical Trading Initiative), which can be consulted at the link <http://www.ethicaltrade.org/>.

8. ACCOUNTING AND INTERNAL CONTROLS

8.1 Diligence and accuracy of accounting records

Accounting transparency and book-keeping according to the principles of truth, completeness, clarity, precision, accuracy and conformity to the laws in force are a fundamental assumption for efficient control. Consequently, the transactions and operations performed must always be recorded to ensure the accuracy, completeness and validity of the data, as well as the compliance with the principle of accruals-based accounting and other applicable national and international accounting standards. It must always be possible to check the decision-making, authorisation and performance of such transactions and operations; there must therefore always be appropriate documentary evidence in order to be able to check the characteristics and reasons for the operations and identify the persons who have authorised, performed, recorded and checked the operation.

The administration system adopted by the Company must therefore guarantee the regularity of the management operations.

The company accounting system must also guarantee that all economic and financial operations are recorded in compliance with the principles, criteria and accounts drafting and keeping methods dictated by the laws in force.

Each Recipient is bound to cooperate to ensure the correct and prompt records of all management activities in the accounts.

8.2 Transparency and fairness in tax matters

For Domus Line S.r.l., transparency and fairness in tax matters are fundamental values of its corporate action.

The Recipients are in fact required to operate in full and complete compliance with the laws and regulations in force from time to time on tax matters, with regard - among other things and in particular - to the provisions on income tax and value added tax. This is also required in the context of its contractual relations with both Italian and foreign counterparts. Domus Line S.r.l. also requires the Recipients to maintain a

correct, transparent and collaborative behaviour when managing their relations with the financial administration.

8.3 Internal controls

Also to guarantee functionality and efficiency, the Company implements a system of internal controls aiming to verify and guide the company organisation. Every Recipient, within the limits of their own functions and assigned tasks, is responsible for defining and correctly implementing this control system; in particular they must keep appropriate documents for each operation, so that the reasons and characteristics of the operations, as well as the performance and recording of these operations, can be checked at any time.

8.4 Relations with shareholders and auditors

The Company bases its relations with shareholders and auditors on complete diligence, professionalism, transparency, cooperation, openness and full compliance with their institutional role, promptly and correctly complying with any provisions and instructions given.

Data and documents are made available promptly and completely to provide accurate, complete and true information, avoiding and in any case reporting situations of conflict of interest in the appropriate form and methods.

8.5 Transparency and fairness in customs matters

The Company requires the Recipients involved, for whatever reason, in its activities of import and export of goods to operate in full and complete compliance with the legislation, including regulations, in force from time to time on customs law, with regard - among other things and in particular - to the provisions on border rights.

More specifically, any kind of activity (e.g. of an administrative, accounting and/or logistical nature) in any way connected with the import and export of goods must be carried out in such a way that it does not have the effect of avoiding the payment of the border duties due for the same.

9. BUSINESS POLICIES

9.1 Safety in the work place

Domus Line S.r.l. performs its activities paying particular attention to the working environment and to the safety of its staff and third parties, with the objective of preserving the health of all Recipients also through the constant improvement of its own services, disseminating a safety culture and incentivising the responsible behaviour of all persons. In particular, the Company undertakes to comply fully and constantly with the laws and regulations in force concerning the protection of health and safety in the work place. The responsibility of each Recipient towards their own colleagues demands full attention in preventing the risk of injuries. Each Recipient must therefore pay full attention when performing his or her own tasks, strictly complying with all the

established safety and prevention measures to avoid all possible risks for themselves, their colleagues and third parties.

The Recipients are bound to comply with the instructions and directives issued by the persons to whom the Company has delegated the compliance with obligations relating to health and safety at work.

9.2 Environmental protection

Domus Line S.r.l. undertakes to perform its activities in full compliance with the environment and public health at all times. In conformity with the provisions of law and national and international regulations, as applicable on a case-by-case basis, the Company demands that the activities of the Recipients be constantly based on the principles of ecological sustainability. In the performance of their own functions and activities, each Recipient is therefore bound to comply with the applicable environmental protection laws.

For this purpose, Domus Line S.r.l. orients its own choices to guarantee the compatibility between economic initiative and environmental needs, not only in compliance with the applicable laws and regulations, but also considering the developments of scientific research and the relative best practices. In this respect, in the design, development, implementation and marketing of lighting appliances for the furnishing sector, the Recipients work in conditions of full transparency, guaranteeing the full traceability of each operation.

Moreover, when identifying and selecting environmental service providers and consultants, the Recipients are bound to verify their skills, professionalism, transparency and reliability, also by including specific clauses in the related agreements.

10. INFORMATION AND CONFIDENTIALITY

10.1 Information concerning Domus Line S.r.l.

No confidential information concerning Domus Line S.r.l., acquired or processed by the Recipient in the performance of or during his or her activities in the Company may be used, disclosed to third parties or disseminated, even indirectly, for purposes other than those of the Company.

Confidential information includes all data, knowledge, acts, documents, reports, notes, studies, drawings, photographs and any other material relating to the company organisation and assets, commercial and financial operations, research and development activities or legal and administrative proceedings relating to the Company.

The confidentiality obligation remains in force even after the termination of relations with the Company, in conformity with the laws in force and all applicable contractual provisions.

All confidential information must be accessible only to authorised persons.

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10.2 Protection of personal data

Domus Line S.r.l. guarantees the processing of the information in its possession in full compliance with the applicable laws and regulations concerning the protection of confidentiality and personal data (including in particular the General Data Protection Regulation - Regulation EU 2016/679- and the Italian Data Protection Code - D.Lgs. 196/2003), guaranteeing the processing of data exclusively for the purposes of performing their functions. The Company also guarantees the conservation of data in a manner that prevents access by third parties.

Domus Line S.r.l. ensures that, within their own functions, the Recipients process personal data in conformity with the laws in force and the applicable company procedures.

11.ANTI-MONEY LAUNDERING

Domus Line S.r.l. performs its activities in full compliance with the anti-money laundering laws and the provisions issued by the competent Authorities.

For this purpose, the Recipients must work in compliance with the company procedures and protocols, abstaining from performing transactions which may be suspicious in terms of correctness and transparency. In particular, the Recipients undertake to check in advance all information available on commercial counterparties, suppliers, consultants etc., to verify their respectability and the legality of their activities; they also undertake to work in such a way that avoids implications in transactions which could potentially promote the laundering of money from illegal or criminal activities, working in full compliance with the anti-money laundering laws.

To avoid making or receiving undue and/or illegal payments, in exercising their functions the Recipients must comply with the following principles concerning documentation and record keeping:

- all payments (and any transfers made by or to the Company) must be accurately and completely recorded in the statutory accounting
- records;
- all payments must only be made to persons with whom contractual relations exist and for activities which are contractually formalised and/or ordered by persons holding the relative powers;
- traceability of all phases of the decision-making process relating to financial relations with third parties must be ensured.

The Recipients are also expressly forbidden from using, replacing or transferring to economic, financial, business or speculative activities any money, assets or other profits from the commission of an intentional crime by the Recipients themselves (or which has been committed even only with their assistance), in order to practically hinder the identification of their criminal provenance.

The Recipients are also forbidden in the corporate interest to unlawfully use credit or payment cards, as they are not the holders. This also refers to any similar document,

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which enables cash to be withdrawn or goods to be purchased or services to be provided, or to any other payment instrument other than cash.

12. OTHER FORBIDDEN CONDUCT

In the pursuit of the fundamental principle of compliance with the law, Domus Line S.r.l., inter alia and in particular expressly forbids all conduct which may even only potentially constitute the crimes laid down in the Decree.

In addition to the provisions of this Code of Ethics, the conduct described below is also expressly forbidden.

Legal proceedings

In civil, criminal or administrative proceedings, the Recipients must not (directly or indirectly) undertake any action which could unduly favour or damage one of the stakeholders; inter alia, the conduct and actions described in paragraph 6.4 are specifically forbidden.

Moreover, no action must be taken to hinder the course of justice, including inducing persons called to make statements before the judicial authorities to not make such statements or to make false statements, or helping someone to avoid the investigations of the authorities or arrest by them.

IT and telematic systems

Unauthorised access to third party IT systems (i.e of public or private bodies) or the alteration of the functioning of such systems in any way, or the intervention in the data, information or programmes contained in an IT or telematic system or linked systems using any unauthorised methods, to obtain and/or unlawfully modify information to the advantage of the Company or third parties, or in any case to obtain undue advantage to the Company or third parties, is strictly forbidden.

The Recipients are also forbidden to corrupt in any way the functioning of an IT or telematic system or interfere with data, information or programmes contained in or relevant to an IT or telematic system using any procedure without any right, in order to obtain an unjust profit for the Company at the expense of others.

It is also forbidden to unlawfully copy computer programmes to obtain a profit, or for the same purpose to import, distribute, sell, hold for commercial or business purposes or rent programmes contained in supports not marked by the Italian Society of Authors and Publishers (SIAE), or any means intended solely to allow or facilitate the arbitrary removal or functional avoidance of devices applied to protect a computer programme, or adopt any other behaviour which could even potentially constitute the breach of copyright laws.

Organised crime

The Recipients of this Code of Ethics are obliged to avoid promoting, establishing or organising associations with the purpose of performing acts, operations or adopting conduct which may even only potentially constitute a crime, including dealing in

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narcotic or psychotropic drugs, the breach of laws protecting the legal interests of fiscal transparency, the protection of the environmental heritage, and the commission of other crimes (even where not included in the context of significant crimes pursuant to D.Lgs. no. 23/200).

Having said this, it is specifically forbidden for any Recipients to promote, establish, organise or belong to national or foreign associations which use the force of intimidation of the associative ties and the related condition of subjection and silence in order to commit crimes, directly or indirectly acquire the management or in any case the control over economic activities, concessions, authorisations, contracts and public services or to gain unfair profits or advantages for themselves or for others or to prevent or hinder the free exercise of the right to vote or to procure votes for themselves or others during electoral consultations.

In relation to the above, the Recipients of this Code must abstain from performing any act or operation or from adopting any conduct which may even only potentially constitute a crime, even where not contemplated among those listed in D.Lgs. no. 231/2001, exploiting the conditions listed in the previous paragraph or to facilitate the activities of the associations considered therein.

Without prejudice to the aforementioned, the Company firmly condemns any conduct aiming to encourage, constitute and organise (or be part of) criminal conspiracy that aims to commit any one of the following criminal offences: reduce to, or keep in slavery or servitude (Art. 600, Italian Criminal Code), child prostitution (Art. 600-bis, Criminal Code), child pornography (Art. 600-ter, Criminal Code), detention of, or access to pornographic material made using children under the age of eighteen (Art. 600-quater, Criminal Code), virtual pornography (Art. 600-quater.1, Criminal Code), tourism initiatives to exploit child prostitution (Art. 600-quinquies Criminal Code), human trafficking (Art. 601, Criminal Code), organ trafficking from a living person (Art. 601-bis, Criminal Code), purchase and alienate slaves (Art. 602, Criminal Code), sexual violence against a child under the age of eighteen (Art. 609-bis, Criminal Code), sexual acts with a minor (Art. 609-quater, Criminal Code), corruption of a minor (Art. 609-quinquies, Criminal Code), group sexual violence towards a child under the age of eighteen (Art. 609-octies, Criminal Code), child grooming (Art. 609-undecies, Criminal Code), clandestine immigration (Art. 12, paragraph 3-bis, Italian Legislative Decree 286/98), offences regarding organ and tissue removal and transplant (according to Articles 22, paragraphs 3 and 4 and 22-bis, paragraph 1, Italian Law No. 91, 1 April 1999).

Crimes against life and individual safety, crimes against the individual

The Company firmly condemns every and any conduct aiming even indirectly, to supplement one of the conducts established as a criminal offence by Book II, Title XII, Chapters I and III, Section I of the Italian Criminal Code, and more specifically, the offences of female genital mutilation (Art. 583-bis, Criminal Code), reduce to, or keep in slavery or servitude (Art. 600, Italian Criminal Code), child prostitution (Art. 600-bis, Criminal Code), child pornography (Art. 600-ter, Criminal Code), detention of, or access to pornographic material (Art. 600-quater, Criminal Code), virtual pornography (Art. 600-quater.1, Criminal Code), tourism initiatives to exploit child prostitution (Art. 600-quinquies Criminal Code), human trafficking (Art. 601, Criminal Code), purchase

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and alienate slaves (Art. 602, Criminal Code), unlawful recruitment and labour exploitation (Art. 603-bis, Criminal Code), and child grooming (Art. 609-undecies, Criminal Code).

Copyright offences

Domus Line S.r.l. operates in full and complete compliance with the laws and regulations in force from time to time on the subject of copyright protection, with regard - among other things and in particular - to Italian Law no. 633 of 22 April 1941.

To this end, Domus Line S.r.l. shall exclusively use creative ideas or elaborations (such as, by way of example only, texts, sketches, illustrations, drawings, etc.), names and distinguishing marks to which Domus Line S.r.l. has access and that it is entitled to use, through a legitimate right of use (also by virtue of contractual agreements entered into with third parties).

Domus Line S.r.l. also punctually applies the regulations in force concerning the protection and safeguard of trademarks or distinguishing marks or of patents, models and drawings. In this regard, in relations with third parties for which it is necessary, specific contractual clauses are envisaged to protect the parties, with reference to the correct application of the regulations in force on the protection and safeguarding of trademarks or distinguishing marks, or of patents, models and designs.

13.DISSEMINATION

The Company undertakes to disseminate this Code of Ethics fully to all Recipients and to ensure its full and correct understanding also using appropriate communication instruments.

14.DISCIPLINARY SYSTEM

The breach of the principles laid down in this Code shall, depending on the case, constitute a disciplinary offence (subject to sanctions in compliance with the applicable laws) and/or a contractual breach, whether or not it constitutes a criminal offence, and may lead to the payment of compensation for any damages suffered by the Company as a result of the breach.

The sanctions are detailed specifically in the General Part of the Organisation Model.

The Company guarantees that the foreseen sanctions issued in relation to breaches of this Code will be based on the compliance with the principles of proportionality, coherence, impartiality and uniformity, and shall also be issued in conformity with any applicable laws in force concerning the right to work. In the event of the ascertained breach of Code of Ethics, the Supervisory Body will provide the competent company functions with any appropriate suggestions for the improvement of the internal control system.

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