

Angelo Tasino

CHARTER OF VALUES
4SUSTAINABILITY®

July 2021

Index

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 Competition	5
2.5 Protection and confidentiality of information	6
2.6 Relations with the community and environmental protection	6
2.7 Protection of health and safety at work	6
2.8 Protection of industrial and intellectual property	6
3. Values of Sustainability	7
TRACE	7
PEOPLE	7
PLANET	8
CHEM	8
MATERIALS	9
RECYCLE	10
4. Transparency System	10

1- Introduction

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

The peculiarity has always been to intend the study and research of new products by applying concepts of art, artisanship, and textile technology for the creation of fabrics for international Prêt à Porter and home-furnishing customers.

- Vasino's company story began in Chieri, a town in a district that has been intimately connected to textiles since the Middle Ages. In 1955 Angelo Vasino decided to create a small textile factory with a warping machine, two looms and two workers, creating a small weaving mill - the Vasino and Ciaudano - which in 1961 began exporting to Germany and the following year, following the opening of the markets, in France, Japan and the United States.
- In 1973 Angelo Vasino opened a print mill, meanwhile the two sons, Renato and Giuseppe started to work in the family's company. From then onwards it was a crescendo, establishing itself on the international market and becoming a reference point for the Made in Italy.
- With the acquisition of Fil in 1990, the company's interests in innovation and quality led it to embark upon the total renewal of its production areas and technology. In 2011 the company also started to produce furniture fabrics. his new sector perfectly fit into the continuum of experience and quality, basing itself on a strong and well-established company culture.
- Since 1955 craftsmanship and quality, style and research, creativity and tradition are the values that guide the company philosophy, based on a know-how made up of substance and non-appearance, attention to detail and research, Italian excellence and international openness . A Leit Motiv that has led the company to become, since the beginning of its history, a supplier of all the largest manufacturers of clothes, accessories and brands in the world.
- Starting from 2010, particular importance is given to sustainability by joining first the Kering project called "Clean by design" then joined in 2020 by joining a project managed by the Process Factory and called "4Sustainability®", creating the basis for a renewal global company both in technology and in the traceability of processes and in the use of raw materials.

Angelo Vasino since the beginning has tried to enhance the local tradition of Chieri, steeped in history for the design of textile products, investing in the talent of young people in the area. The "leit motif" that permeates the business context and the values that inspire it comes from on an innate passion for the design and production of fabrics for Pret à Porter and for the home. This passion represents the driving force for achieving new goals and for seeking customers' satisfaction.

Angelo Vasino SpA aware of the importance of the commitments undertaken towards the market and the regulations in force, in order to share and communicate its values and principles of sustainability, joined the 4sustainability® Commitment and drafted this "**Charter of Values4sustainability**" (of followed by the Charter of Values).

Angelo Vasino Spa undertakes to disseminate widely this document, internally and externally through all company communication channels and to post it in places within the Company accessible to all staff.

Angelo Vasino S.p.A. by signing the 4sustainability® Commitment, undertake 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 application of current and future initiatives
- communicate and report on their initiatives in a correct, complete and transparent way
- promote awareness and training on the issue of sustainability for its employees and, as far as possible, for suppliers and the local communities in which it operates

For Angelo Vasino S.p.A. it is fundamental that all the different entities (direct suppliers, distributors, sub-contractors...) they work with directly and indirectly to produce their articles share the same principles and practices to ensure sustainable production and carry on valuable partnerships – in addition to merely complying with national and international legislation – in matters relating to workers' rights, the environment and health and safety.

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

This Charter of Values is made up of three sections, each of which represents an element of the overall system of Angelo Vasino.

1. **General Principles:** the ethical principles that inspire the operator of the company
2. **Sustainability Values:** the set of values that integrate the General Principles
3. **Transparency system**

2- General Principles

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

2.1 Compliance with the law

Angelo Vasino undertakes to conduct its business in compliance with legislation at an international, national, regional, provincial and municipal level in any field (administrative and fiscal, labor legislation, health and safety in the workplace, environmental, etc.). Consistently, it rejects any illegal practice and excludes any behavior contrary to the laws, the principles of this Charter of Values or internal procedures.

2.2 Equality and impartiality

Angelo Vasino in decisions that affect relations with stakeholders recognizes equality of rights for all, without discrimination based on age, gender, sexuality, health, race, nationality, political opinions and religious beliefs. It undertakes to act objectively, fairly and impartially in compliance with current regulations, as compliance with laws and regulations is an essential principle.

2.3 Responsibility and honesty

In implementing the corporate mission, the conduct of all recipients of this Charter of Values must be oriented towards the ethics of responsibility.

In conducting any business, situations must always be avoided whereby the parties involved in the transactions are - or may even face - in conflict of interest. They are configured as entering into conflict with all situations in which a director, a statutory auditor, a function manager, an employee, a consultant or a collaborator of the company maintains a commissive / omissive conduct aimed to obtain a personal advantage or is in any case a bearer, also on behalf of third parties, of an interest other than the physiological one of the good performance of Angelo Vasino and of the professional gratification for the work done and the results obtained.

2.4 Competition

The company intends to assume the value of competition by adopting principles of correctness, fair competition and transparency towards all market operators. All the recipients of this Charter of Values refrain from carrying out and / or encouraging conduct that can integrate forms of unfair competition.

2.5 Protection and confidentiality of information

All information that the Company acquires during the conduct of its business is to be considered confidential and confidential. The recipients of this Charter of Values therefore undertake to deal with absolute, even after the termination of the employment relationship, data, news and information that they become available for dissemination or use for their own or third parties' speculative purposes.

2.6 Relations with the community and environmental protection

Angelo Vasino is aware of the influence, even indirectly, that his activities can have on the conditions, economic and social development and general well-being of the community, as well as the importance of social acceptance of the communities in which he operates.

For this reason, in carrying out its business it is committed to developing the surrounding environment and contributing to the sustainable development of the territory: to this end, it plans its activities by considering the Sustainability Values with commitment and attention, seeking the balance between economic initiatives and essential environmental needs, in consideration of the rights of future generations. It therefore undertakes to improve the environmental and landscape impact of its activities as well as risks to skills and the environmental environment not only in compliance with current legislation but taking into account the development of scientific research and the best experiences in the field.

2.7 Protection of health and safety at work

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 safety measures required by technological evolution to ensure a safe and healthy working environment, in full compliance with current legislation on prevention and protection.

It also works constantly to obtain a collaborative and non-hostile working environment and to prevent discriminatory behavior of any kind.

Requests or threats aimed at inducing people to act against the law and the Charter of Values or to adopt behavior that damage the moral and personal convictions of others are not tolerated.

2.8 Protection of industrial and intellectual property

Angelo Vasino bases its activity on compliance with the legislation on the protection of trademarks, patents and other distinctive signs and on copyright, condemning any form of disturbance to the freedom of industry and commerce, as well as any possible form of fraud, counterfeiting, usurpation or alteration of assets susceptible to proving deriving from an industrial or intellectual property title. Therefore, all recipients are invited to abide by the distinctive and excellent principles of Angelo Vasino as well as to comply with current legislation.

3- Values of Sustainability

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

TRACE - Traceability of processes and monitoring of the supply chain

Angelo Vasino S.p.A. requires its suppliers to manage the traceability information of its production and supply chain, as well as the origin of the raw materials used. The traceability information must document the identification and traceability of the production batches of each component / material in its various stages of transformation. With a view to extended supply chain responsibility, the Supplier is also requested 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 made.

PEOPLE - Growth of organizational well-being and social responsibility

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

Prohibition of forced labor. The Company guarantees that all workers can freely choose their work. Any form of forced labor and slavery is strictly prohibited. Workers cannot be subjected to degrading treatment, corporal punishment and mental and / or physical coercion.

Prohibition of child labor. The use of child labor is strictly prohibited for all suppliers. By child labor we mean the work carried out by children under the minimum age (14, 15 or 16 years) established for the various types of activities by national legislation in accordance with international legislation and, in any case, work 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 drafted form, which includes the rights and duties of the employee and defines the terms for the transfer of the contract.

Freedom of association. The Company guarantees workers the right to collective bargaining, the creation of, or membership in trade union structures of their choice, without thereby receiving sanctions, discrimination or abuse from the employer.

Health and safety of workers. The Company guarantees that all workers operate in a safe and healthy work environment, in compliance with applicable regulations. The supplier must implement adequate measures to prevent accidents and damage to health that derive from, are connected to, or occur in the course of 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 the machinery is prohibited without prior authorization from the property.

Fair remuneration. The Company guarantees all workers a minimum wage defined on the basis of national legal standards or industry reference standards, depending on prevalence, as well as respect for the right to an appropriate remuneration, sufficient to meet the basic needs of workers and related families and possibly to recognize an additional share 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 must in no way 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, any discriminatory practice references - with particular reference to remuneration, hiring, access to training, promotions, dismissals or retirements based on sex, race, caste, nationality of origin, religion, age, disability, marital status, sexual orientation, membership of trade unions or political parties.

Prohibition of ill-treatment and abuse in the workplace. The Company guarantees all workers the right to respectful and dignified treatment. Any form of physical, mental, verbal, sexual abuse, corporal punishment and other forms of intimidation must not be carried out against them.

Organizational well-being and continuous improvement. The Company takes into consideration more agile forms of work, applying methods that improve the organization of, its reconciliation with private life and the reduction of travel. It should also enhance new working models, to increase productivity and improve the well-being of workers.

PLANET - Conscious use of resources to reduce environmental impact

Angelo Vasino S.p.A. aims to reduce the environmental impact resulting from its own activity and that 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 current legislation (e.g. authorization for atmospheric emissions, discharge authorization, etc.) and applying adequate waste management practices.

The Company also undertakes to measure its energy consumption and related emissions to evaluate policies and projects to reduce them, in accordance with the common commitment to fight 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 related to its production activity, an important role is played by the use of chemical products in several of its processing cycles. In this regard, Angelo Vasino undertakes directly or by involving its suppliers to progressively eliminate toxic and harmful chemicals for humans and the environment from production processes (internal and / or external), through the application of a risk assessment and management system in line with the ZDHC program (<https://www.roadmaptozero.com>).

Angelo Vasino asks its suppliers to evaluate the adoption of implementation protocols of the MRSL ZDHC to reduce the level of implementation of the path of elimination of toxic and harmful substances from the 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 the raw material extraction phase, aims to gradually introduce fibers and materials with sustainability characteristics into production.

The Supplier is required to prefer, where possible, the procurement of raw materials from suppliers who comply with social and environmental responsibility requirements in line with this Charter of Values, possibly also obtaining product certifications or brands.

Cotton: Angelo Vasino does not buy cotton from Uzbekistan, Turkmenistan and Xinjiang due to the conditions of forced labor and child labor encountered in these producing countries. The company requires its suppliers to constantly seek the supply of cotton from companies / interlocutors committed to preserving the environment during the cultivation phase, to support farmers in the implementation of low environmental impact techniques (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 supplied, the Company undertakes to purchase raw material of animal origin from farms that respect animal welfare according to the reference standards and the relevant national legislation. It also undertakes to select suppliers who apply "good breeding" practices, that is, who do not carry out any type of cruelty and mistreatment against them according to the principles expressed by the 5 freedoms of animal welfare.

Artificial cellulosic fibers: Angelo Vasino S.p.A. has the objective of limiting the impact on forests, especially preserving those at risk of extinction. For this reason, it requires its suppliers to procure FSC (Forest Stewardship Council) certified raw material of cellulosic origin. It is also preferable that its suppliers purchase cellulosic artificial raw material from producers who have obtained a positive evaluation (Green t-shirt) according to the audit guidelines of Canopy Style, an international organization with the aim of promoting a procurement model responsible for the fibers deriving from cellulose. Furthermore, Angelo Vasino wants to set himself the goal of progressively integrating raw material deriving from processes with a lower environmental impact (e.g. Ecovero).

Recycled raw material: Angelo Vasino prefers the procurement of pre / post-consumer recycled raw material certified by GRS (Global Recycle Standard) and / or RCS (Recycled Content Standard) or by specific brands of suppliers that guarantee recyclability and reduction of the emissions of the raw material.

Packaging: Angelo Vasino prefers the use of primary and secondary packaging with sustainability contents, for example:

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

RECYCLE - Development of reuse, recycling and sustainable design practices

Angelo Vasino undertakes to evaluate the feasibility or to implement good practices and structured projects for a progressive transition to a circular economy model that has as its fundamental objectives the minimization of waste through recycling, reuse and reuse practices and the constant application of practices. of sustainable design in product development.

4- Transparency system

Angelo Vasino, aware of the importance of the commitments made to the market and to current regulations, intends to share and communicate its values and principles of sustainability with the utmost transparency. By signing the 4Sustainability® Commitment, the Company declares its willingness to check and measure its sustainability performance to be conducted on the basis of specific key indicators, as well as to communicate these measurements through an online report (E-Report).