



Your challenges, our mission

BiesSse Group

CODE of ETHICS



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MISSION AND VALUES

1. Our mission

Established in 1978 by the Gatti family, BiesSse has developed steadily during the years thanks to the presence of a dynamic and highly qualified team.



Three generations for over 40-year history, a competent and strong management team, hundreds of products traded worldwide, new business segments together with constant passion and engagement have made BiesSse a solid leading international company.

The BiesSse group, which has been operating on the global market for over 40 years, specializes in the production and

conversion of highly performing technical adhesive tapes.

BiesSse designs and manufactures adhesive tapes for the most challenging industrial applications for the global market, through the division entirely dedicated to the company's core business.

The philosophy of BiesSse is to take up the challenges of the market by developing innovative solutions, even unconventional.

The approach is meant to be proactive, with the aim of acting as a market driver capable of revolutionizing industrial processes with a higher innovative rate.

BiesSse assists the customer and supports him in facing challenges and problems, looking for the solution that best suits his needs.



2. Our values

BiesSse business activity focuses on very deeply felt and sincere values, which have remained the same through the years and reflect the principles on which the founder of the Company has always based his business and personal conduct.

Such values are integral to the company's DNA, they guide its strategic decisions and inspire its overall philosophy, business conduct, personal relations and commercial activities.



Enthusiasm

We stimulate enthusiasm and energy in performing one's own job in relation to others.



Self-fulfilment

We make a special effort day-by-day so that everyone can discover and develop his own talents and, in doing so, achieve his own self-fulfillment.



Sharing

We promote exchange of knowledge and experience acquired on job to achieve common shared objectives.



Generativity

We count on intrinsic individual ability to generate new ideas in a unique way.



Self-criticism

We believe that a consistent on-going improvement can only be the result of an honest, critical and unconditional analysis of our behavior, actions and results.



Planning ability

We adopt a well-structured planning system to achieve common objectives optimizing and enhancing our resources.



Active listening

We believe in the potential of active listening for our personal enrichment, knowing our interlocutor more deeply and building successful.



Moderation

We want to direct the personal energy to produce positive value and bring about a balance, that support the solution of problems.

GENERAL PROVISIONS

1. Guiding principles

In consideration of the complexity of the economic, institutional, social and cultural situations and contexts in which it operates, BiesSse is committed to undertaking a socially responsible "management style", oriented towards the involvement of stakeholders and the control of the *supply chain*.

It therefore becomes a priority to promote a company that defends human rights and respect for the person, inspiring every market relationship, especially in the most at-risk situations, to the principles of transparency, fairness, efficiency, professionalism, transparency, balance, legality, honesty.

The same principles must guide the behavior of all company resources in the search for the effectiveness and efficiency of everyone's activity in the company.

The values expressed in this Code of Ethics inspire behavior, culture and the special way of doing business within the Group.

All the Group's activities must be carried out in compliance with the law, within a framework of fair competition, with honesty, integrity and fairness, with respect for customers, suppliers, employees and collaborators.

BiesSse usually takes responsibility for the effects that its entrepreneurial action produces in the local community and in society as a whole: it therefore promptly adopts the appropriate behaviors and control tools, taking action for development and innovation with its production partners. of adhesive tapes.

BiesSse made sure to make the aforementioned principles ever more "concrete and effective"; transposing them into its management policy choices and has ensured compliance with them with the implementation of specific tools such as the adoption of quality systems (ISO 9001), obtaining the IEA (Integrated Environmental Authorization), and today compliance with requirements of the SA 8000 standard.

2. Scope and Recipients

The recipients of the Code of Ethics are the subjects to whom the rules of this document apply, i.e. the members of the Corporate Bodies of all the Group Companies, the Collaborators (Employee or not), and all those who permanently or temporarily establish relationships and relationships with BiesSse , or, in any case, they work to pursue its objectives.

The principles expressed in the Code of Ethics constitute the common value base of the People of BiesSse which must guide everyone's behavior.



Adherence to the principles of the Code of Ethics leaves room for the personal expressions and characteristics of each.

The Code of Ethics is an integral part of the employment relationship. Compliance with the rules of the Code must be considered an essential part of the obligations of BiesSse Employees.

3. SA 8000 Standard

SA 8000 Standard defines the minimum requirements and the process for verifying corporate social responsibility towards workers based on the conventions of the ILO, International Labor Organization (International Organization for the Protection of Workers' Rights), the Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Convention to eliminate all forms of discrimination against women.

The SA 8000 Standard lists the requirements for a socially correct behavior of companies and the supply chain towards workers, in particular as regards:

- Child and child labor
- Forced labor
- Discrimination
- Health and Safety conditions
- Disciplinary practices
- Freedom of association
- Salary and working hours

BiesSse recognized the opportunity and the duty to conform itself to these standards, not only to witness firsthand the duty to respect human and workers' rights in every type of process and organization, but also to promote them with its own partners and suppliers.

The ultimate goal of this work is in fact to stimulate a chain process of adaptation to standards by partners, suppliers and sub-suppliers, influencing their behavior and increasing their ethical and social quality.

The adoption of SA 8000 Standard leads to favoring companies that will demonstrate, in addition to technical and managerial skills, their sensitivity to social issues, without generating additional burdens for the customer.



PRINCIPLES OF THE CODE OF CONDUCT

1. Protection of people

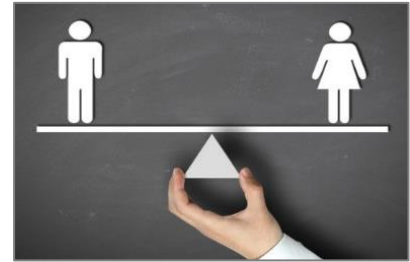
1.1 Ensure a safe and fair working environment

BiesSse's commitment is to ensure fairness in the treatment of people.

This means creating, in compliance with applicable laws, a non-discriminatory and harassment-free work environment, where everyone can make their contribution with the certainty of being evaluated for their skills and performance.

For this reason, we encourage the assumption of responsibility and promote professional behavior towards employees, customers and suppliers.

BiesSse does not engage people under the age of 15 for the purpose of guaranteeing qualified training for children under the age of 18 and does not make use of forced labor..



1.2 Freedom of association

Within the BiesSse group, freedom of association is guaranteed, trade union activity is not prohibited or penalized in accordance with the ILO 87- ILO 135- ILO 98 Conventions, as well as with Law 300/70, the Inter-federal Agreement for constitution of unitary trade union representatives 20/12/93, to the CCEE regulation 9/12/89.



1.3 Discrimination

BiesSse staff is selected on the basis of skills and abilities and regardless of age, sex, ethnicity, religion, political and spiritual belief.

Equal gender opportunities are guaranteed in full compliance with the ILO 111, ILO 100, ILO 159, ILO 177 Conventions, the UN Convention to eliminate any form of discrimination against women, as well as L.300 / 70, L.903 / 77, Law 125/91, Law 40/98 - Law 53/2000, Law 53/00, Legislative Decree 151/01, Dir. CEE 75/117, Dir. CEE 76/207, Law 108/90..



1.4 Disciplinary practices

All employees are treated with dignity and respect, strictly excluding the use of any type of unusual and / or bodily disciplinary practice.



1.5 Remuneration

Salaries comply with the provisions of local laws, collective agreements and in compliance with the ILO 100- ILO 131 Conventions, as well as L.300 / 70, L. 297/82, L. 863/84, L.230 / 62.



1.6 Working hours

The working time respects the number of hours foreseen by the national category contract, and the overtime, when necessary, is rewarded in an appropriate way according to the legislative principles in force.

In any case, employees must be guaranteed at least one rest day out of seven.



This means respecting the ILO 98 Conventions, as well as L.300 / 70, L.196 / 97, L.264 / 58, L.409 / 98

1.7 Ensuring health and safety at work

BiesSse firmly believes that health and safety at work are fundamental elements to guarantee the well-being of people.

For this reason, it works hard to promote awareness of risks and the culture of accident prevention, constantly raising people's awareness through information meetings and training courses.



The expectation is that all employees and collaborators share this principle and strive to achieve it.

2. Sustainability and legality in relationships and in business

2.1 Managing business in compliance with the law

BiesSse operates globally in compliance with the law and requires each employee and collaborator to carry out their work with honesty and integrity, or respecting the laws not only in form but also in substance.

Knowledge of the rules and laws in force in each geographical area where BiesSse is present is considered essential for conducting business and for maintaining professional relationships in a transparent manner and with a compliant conduct.

Anyone who does not respect the laws and regulations in force may be subject to disciplinary sanctions, including dismissal, if BiesSse deems it appropriate.

2.2 Relations with Governments and Public Institutions

BiesSse undertakes to maintain relations with Governments and Public Institutions in accordance with the laws and regulations in force.

For this purpose, payments, loans and transfers of money, or equivalent assets, using company or personal funds to public officials and employees are considered prohibited, unless such actions are not permitted by applicable laws and ethical standards.

Furthermore, in compliance with the limits allowed by local legislation, any gift, or favor, towards representatives of the Government and / or Public Institutions must be modest and proportionate to the business purposes, so that it cannot be interpreted as an attempt to acquire an undue advantage.

2.3 Compliance with laws and regulations in force

BiesSse undertakes to act in full compliance with applicable laws including those relating to anti-corruption, anti-money laundering, exports and competition.

Although very complex, these laws must be strictly respected and BiesSse expects that all third parties with which it has relationships (partners, agents, consultants, distributors, dealers, suppliers, or other parties not mentioned) respect the laws mentioned in conducting their activities.

2.4 Corruption and Illicit Payments

BiesSse operates in compliance with the highest standards of integrity, honesty and fairness and does not tolerate any type of corruption.

The legislation of all countries where BiesSse is present prohibits corruption. BiesSse as a Group establishes that no one (Director, Manager, employees, agents and representatives) can, directly or indirectly, give, offer, request, promise and accept sums of money, or other



gifts and favors, with the exception of commercial items with modest value. and expressly permitted by the laws in force.

2.5 Anti-money laundering

BiesSse prohibits money laundering and any direct or indirect activity that facilitates and favors money laundering, the financing of terrorist activities, the financing of any criminal activity.

For this reason, before establishing business relationships with third parties, check all available information, in order to ascertain the respectability of potential customers and suppliers.

2.6 Exports

BiesSse undertakes to act in full compliance with the provisions of the law and regulations regarding export control and customs activities. The Office in charge of managing this activity always produces precise and scrupulous documentation.

2.7 Competition

BiesSse recognizes the importance of a competitive market and is committed to complying with competition laws and other laws that protect the consumer in all countries where it exists. Furthermore, in the context of fair competition, BiesSse does not knowingly infringe the intellectual property rights of third parties.

2.8 Doing business sustainably

The BiesSse Group is committed in all countries where it is present to conduct all activities in a socially responsible manner and in line with local practices and culture.

The principles and rules that BiesSse is inspired by include regulations relating to: protection of people (which includes ensuring health and safety at work), prohibition of child labor and forced labor, environmental protection, support for the Community.

The use of sustainable practices aims to make today's corporate objectives coincide with the minimization of negative impacts on future generations and environmental resources, through a conscious use of environmental resources and a reciprocal relationship with the community.

Environmental protection is a fundamental point of BiesSse's policy, which implements a constant commitment to reduce the environmental impact through innovative technical solutions.

In addition, BiesSse encourages its customers and suppliers to adopt sustainable and safe practices for the protection of people and the environment.



3. Relations with the outside world

3.1 Avoiding Conflict of Interest Situations

All our employees and our collaborators must always have a conduct that protects and promotes the interests of BiesSse.

Some situations of conflict of interest may arise when a person, or a family member, receives personal advantages as a result of their position within the Company.

It is therefore essential that everyone knows how to better manage their relationships and their activities both inside and outside the Company, implementing a behavior that does not interfere, even if only potentially, with the ability to perform their duties.

Furthermore, BiesSse expects everyone to always maintain the highest degree of honesty during interactions with customers and suppliers, acting solely in the interest of the Company, in compliance with current legislation, informing the Company Legal Manager (HR Manager) promptly in if there is a conflict of interest, refraining from deciding and acting before having received / understood the written response from the Legal Manager himself.

3.2 Support the Community

BiesSse considers it a duty to invest energy in social programs, to help and enrich the community in which it lives and works.

The development of social initiatives and the support for various associations testify to this commitment.

4. Management of Company resources

4.1 Protect Company Assets

BiesSse owns Company assets, which are essential for the continuation of the business. Everyone must undertake to protect company resources and ensure that they are used exclusively for the intended purposes.

Consequently, everyone has the responsibility to safeguard and use company assets correctly, also adopting the appropriate precautions to safeguard these resources from theft, damage and abuse.

Information is also a fundamental asset for business activities.

For this reason, everyone must be responsible for maintaining confidentiality, integrity and making the information available, in compliance with legislative, regulatory and contractual provisions.



To protect confidentiality, BiesSse provides each employee and collaborator with an information notice, which contains the principles to refer to both during and at the end of the employment relationship.

Finally, in carrying out its normal activities, BiesSse becomes aware of a significant amount of personal data and confidential information, which it undertakes to treat in strict compliance with the laws for the protection of privacy, also guaranteeing a high level of security in the IT systems.

4.2 Guarantee the regularity of the accounting operations

BiesSse is committed to maintaining high standards of integrity in the recording of accounting data, therefore collaborators are required to ensure the authenticity, reliability and verifiability of all accounting records



IMPLEMENTATION

BiesSse Board of Directors undertakes to periodically update the text of the Code of Ethics, making changes and revisions.

The code of conduct for BiesSse Tape Solutions Spa establishes the minimum requirements to which suppliers must comply, as for BiesSse Tape Solutions Spa compliance with the SA8000 Standard will be a gradually necessary condition to maintain and strengthen relationships with the parties in question.

BiesSse Tape Solutions Spa therefore invites its commercial partners (suppliers, customers, etc.) to:

- Join the SA8000 program
- Make a commitment to comply with all the requirements of the standard
- Comply with all the requirements of the standard with any improvement plans
- Extend knowledge of the requirements of the standard and adherence to the same project to its suppliers, aware of the need to develop culture and awareness on the issues of social responsibility to make all efforts in this regard effective and efficient.

