

ex:elite

**SUPPLIER
CODE OF
CONDUCT**

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SUMMARY

Marco Marchi's Introduction

¹ Addresses

² Preamble

3. Group Values

4. Business Ethics

5. Labor

6. Environment

5. Reporting and Monitoring



Introduzione di Marco Marchi

Exelite is the group I founded in 2019 with the goal of aggregating brands with very high growth potential and bringing them to relevance within the international competitive environment.

At the heart of my strategic vision is the idea of a synergistic platform that unites the realities of the group under a single approach of conducting business, fostering the full development of each one's brand identity.

In this design, the role of suppliers and sub-suppliers is central to translating a strategic vision into a concrete and replicable industrial design.

Sharing this code of conduct sets the values and ethical principles on which we want to build our ecosystem.



MARCO MARCHI
EXELITE SOLE ADMINISTRATOR

1 Addresses

The recipients of this Code are the suppliers and sub-suppliers of the company Exelite S.p.A (hereinafter the "recipients").

To confirm their adherence, recipients are required to sign specific contractual clauses.

Each recipient is responsible for disseminating this Code and requiring compliance with it to all employees and third-party collaborators involved in the group's supply activities.

2. Preamble

The set of ethical principles, values and behavioral rules set forth in the paragraphs of this Code of Conduct must inspire the activities of all those who operate, from within or from outside, in the sphere of action of Exelite S.p.A.

Exelite S.p.A. provides for the dissemination of the Code of Conduct among all its suppliers and these suppliers to any sub-suppliers and binds the continuation of collaborations to its observance.

This Code is inspired by the values formally described in the Group's Code of Ethics and is based on the Declaration of the International Labor Organization (ILO). The Code complements and implies compliance with the laws and regulations applicable in the countries in which each recipient operates including, but not limited to, laws relating to labor law, human rights, health and safety, environmental responsibility, anti-corruption, health quality of products and services.

3. Group Values

Resilience

Markets change form and values, lifestyles evolve and create new expressions in fashion and habits. We do not just react to new contexts, we anticipate changes and develop models without pre-packaged processes

Synergy

The core strength of our Group is the expertise and drive of each individual, with his or her gifts and specific abilities: we harness our human resources by firstly focusing on relations between individuals to generate relational synergies between the individual companies.

Respect

We choose to define respect as sustainability which is not just environmental, but also covers economic, financial and social aspects and relations with our partners.

Italian Attitude

Creativity, intuition and the capacity to imbue every product with quality is symbolic of everyone (including us) born in a country which makes beauty its native cultural environment

Excellence

The criterion for gauging our activities is the results generated, whether stylistic or financial. The Group's ambition is derived from our way of perceiving resources, talents and stories, a unique capital which we feel is ready to handle the challenges of the market and face the future

4. Business Ethics

Loyalty, Transparency, Honesty and Fairness

The Group in business dealings is inspired by and observes the principles of loyalty, transparency, honesty and fairness regardless of the importance of the deal.

It requires recipients to ensure:

- contrast to corrupt practices, collusive behavior, solicitation of advantages, payment of tangible and intangible benefits as well as other advantages aimed at influencing or compensating representatives of institutions as well as members of social bodies/employees of the Company
- maximum protection of personal data in its possession for the conduct of its activities and safeguarding of received business information.
- transparency, completeness and correctness in the transmission of business accounting information, tax and social security obligations, technical specifications of products and tracking on the supply chain
- protection of industrial and intellectual property in compliance with fair competition and antitrust regulations.
- strict observation of all applicable safety regulations in relation to the products and services provided, and the most restrictive international legislation applicable to hazardous or potentially hazardous chemicals, including the European REACH regulation.

5. Labor

Respect for and Dignity of the Person

The Group is committed to promoting respect for the physical integrity and identity of the individual and the enhancement of human capital.

It requires recipients to ensure:

- working conditions that are respectful of individual dignity, without any discrimination based on age, sex, racial and ethnic origin, political and trade union opinions, religious beliefs, sexual orientation, physical and mental disabilities and any personal characteristic not pertaining to the work sphere.
- protection of skills and competencies, through regular working conditions; wages and benefits in accordance with legal provisions and respectful of minimum needs; strict compliance with legal provisions on ordinary and overtime working hours.
- total absence of child labor, forced and compulsory labor, forms of coercion, abuse, harassment or corporal punishment
- protection of freedoms of association and membership in associations for the promotion and defense of professional rights
- maintenance of a healthy and safe working environment
- establishment of protected and active monitoring and communication tools for employee complaints.

6. Environment

Accountability to Environment and Community

The Group aims to conduct conscious and considerate business practices with respect to the impact caused on the environment and communities.

It guarantees and requires recipients to ensure:

- compliance with current legislation on environmental protection, study and implementation of strategies to mitigate the negative impact generated by its activities and operations
- active listening to the needs of the community within which it operates, in order to contribute positively to the economic and social development of the territories in which it operates.
- protection of the dignity of animals and compliance with all current regulations on the protection of protected animal species
- water management in line with legal provisions on water withdrawals and discharges, development of procedures to control the use of water and containment of wastewater production.
- waste management in line with current regulations on the management of hazardous and non-hazardous waste, development of procedures for waste recycling
- monitoring of the use of energy resources, formalization of the commitment to conversion to energy supply sources from renewable sources, planning of actions to reduce emissions.

7. Reporting and Monitoring

Exelite S.p.A reserves the right to monitor compliance with the principles and rules contained in this Code of Conduct through inspections, including unannounced inspections, at the premises of recipients and audits conducted on a regular basis.

If a supplier's non-compliance with the Code of Conduct is found, Exelite S.p.A reserves the right to terminate with immediate effect the contractual relationship with the same supplier or to require the supplier to take corrective measures within a reasonable period of time.

Suppliers are required to promptly report any concerns about the implementation of this Code of Conduct, as well as any alleged or actual violations by subcontractors of the law, the Code of Conduct, or agreed contract terms.

Reports of violations of the Code of Conduct may be submitted:

- By completing the form on the encrypted web platform, accessible through the link <https://LIUJO.PARROTWB.APP/> where available
- By sending written communication to the company's registered office, or by PEC to the company's PEC address.

Exelite S.p.A protects the authors of the reports against any retaliation they may face for reporting misconduct and to keep their identity confidential, without prejudice to legal obligations

As an integral part of the Code of Conduct's implementation process is required:

- Posting of the Supplier Code of Conduct in the company and due training to the resources involved in the supply relationship to Exelite S.p.A
- Preparation and accessibility of all monitoring and reporting documents of the business conduct rules listed here.
- Establishment of protected and active monitoring and communication tools for employee reports