



GENESI
s e a m l e s s

GENESI S.r.l.

Via W. Tobagi n. 37 - 46040 Casaloldo (Mn) - ITALY
Tel. +39 0376 781118 / 781464 - Fax +39 0376 781516
e-mail: genesi@genesi-seamless.it

www.genesi-seamless.it

www.sensimadeinitaly.com



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ISO 9001



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Code of Conduct

Genesi S.r.l. (*hereinafter called “the Company”*) by this Code of Conduct declares to comply with all rights and moral duties which define the moral-ethical responsibilities of each component of the Company organization.

Genesi S.r.l. shares with his partners the mutual objective and commitment to grant high social, ethical and environmental standards.

The basic requirement must be the compliance of all national rules currently in force in Italy and in all countries where raw materials and accessories – needed for the realization of the styles placed on the market by the Company - are manufactured.

Hereby this Code of Conduct guarantees:

1. To all employees and collaborators, which are the essential factor for the good success of the Company:

a) Working conditions:

- (i) Respectful of personal dignity and in accordance with legal regulations so as to safeguard their physical and moral integrity. All persons will be selected without discrimination on the basis of race, language, color, faith and religion, political affiliation, nationality, ethnicity, age, sex and sexual orientation, marital status, disability and physical appearance, economic and social condition, membership in trade unions or other legitimate associations, or any other condition that may give rise to discrimination. To not not accept or tolerate any kind of behavior contrary to these principles by any employee and collaborator, while performing their duties, who must undertake to maintain conducts marked by moral integrity and the principles of fairness, good faith and transparency;
- (ii) ethical, disallowing any form of slavery, forced, bonded, trafficked or involuntary labor;
- (iii) not involving working hours for more than 48 hours a week;
- (iv) ensuring rest break on every working day and the right to one day off every seven days at least, unless exceptions defined by collective agreements apply;
- (v) safe and not harmful to health by complying with occupational health and safety regulations, with appropriate measures taken to detect, assess, prevent, avoid and counteract any potential threats to occupational health and safety.

b) disciplinary procedures established in writing and, where necessary, explained verbally in clear and understandable terms;



Codice fiscale, Partita I.v.a. e Registro Imprese di Mantova n. 01912270202
R.E.A. della C.C.I.A.A. di Mantova n. 208560
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- c) zero tolerance in the use of child labor and overtime outside Italian legislative limits;
 - d) protection and promotion of the value of human resources in order to improve and increase the wealth of each person's skills;
 - e) selection, training, management and professional development without any discrimination, according to criteria of merit, competence and professionalism;
 - f) freedom of association and recognition of the right of assembly such as that of forming industry-related associations;
2. development and use of responsible and environmentally friendly resources, technologies, machinery and products;
 3. responsibly disposing of waste and a precautionary approach to environmental challenges such as reducing energy consumption;
 4. responsible leadership inspired by the values of integrity, honesty, contractual fairness, transparency, professionalism and full compliance with legal requirements;
 5. collection, use and processing of personal information in accordance with privacy laws;
 6. the prevention of corruption and any of its causes, extortion or misappropriation phenomena;
 7. countering information falsification and misrepresentation in the supply chain;
 8. total ban on animal testing and to use any product derived from protected and/or live animals or from animals on which mulesing is performed, and the prohibition to use viscose from non-responsibly managed forests;
 9. prohibition of supplying or selling products that might have pornographic, discriminatory, politically extreme illustrations or that might glorify violence.

The non-compliance and/or mis-compliance with this Code of Conduct - in line with the National Collective Labor Agreement - by any of the Company's actors, will be grounds for the Company to apply appropriate disciplinary sanctions.

Casaloldo, February 20th 2023

" GENESI S.R.L. "
Sede Leg. Via W. Tobagi, 37 - 46040 Casaloldo (MN)
Tel. 0376 781118 - Fax 0376 781516
Reg. Imp. MN - C.F. e P.IVA 01912270202
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R.E.A. della C.C.I.A.A. di MN n. 208560
Monfardini Oscar



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