



## CODE OF ETHICS

### MISCELLANEOUS

FANTONI SpA has laid down the principles and guidelines governing the decisions of its top management and the administration style of company operations in its Code of Ethics.

These principles also regulate the behaviour of the people who work within FANTONI, be they directors, executives or employees. Moreover, the responsibilities and related skills allocated to every level enable top management to keep control of the corporate operating method and to prevent the risk of criminal acts being committed, such as those mentioned in the Statute or others, generally.

### PRINCIPALS

#### COMPLIANCE WITH CURRENT REGULATIONS

FANTONI SpA has always regarded total compliance with current laws and regulations, loyalty and commercial fair-dealing as fundamental, obligatory corporate values. FANTONI SpA firmly believes that no corporate objective can ever justify violations of the law, unlawful acts or irregularities of any kind in the performance of its work.

#### REGIONAL VALUES

Cultural traditions, technology, the development of innovative products and the skills of the local people around FANTONI SpA's home base plus workplace quality and design have been and still are strengths underpinning the company's operations. They embody the overall approach and management of the company's business, they characterise the brand image and our products and they contribute towards consolidating our business in Italy and abroad.

#### HEALTH AND SAFETY

To FANTONI SpA, safeguarding workplace health and safety is a fundamental value. The company is committed to complying fully with current health and safety regulations and, in any event, to assessing and preventing any potential risks pertaining to its activities. It therefore considers absolutely essential that employees receive training and are made fully aware of the appropriate workplace health and safety management.

#### ENVIRONMENTAL RESPECT

Environmental issues are important to FANTONI in two ways. On the one hand, the basic raw materials required for its production processes come from the managed development and maintenance of forestry resources and from the continuous re-use of recyclable wood. On the other, production technology and the materials used by the company entail constant attention as regards preventing polluting emissions and disposing of production waste and scraps in the appropriate manner.



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### PROFESSIONAL COMPETENCY

Company policy is directed at achieving excellence in product, production and service quality in Italy and abroad by:

- focusing on customers requirements regarding FANTONI SPA's products and services, and on the actions necessary to satisfy those requirements;
- making the most of the contribution of ideas and experiences provided by the various players who take part in producing the goods and services supplied to customers;
- working constantly to achieve appropriate levels of production and profits to permit the necessary investments for upgrading product and production quality and for greater health and safety in the workplace.

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