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Corporate Ethical Policy 2015

Edited by TVS Management Systems Department



Azienda con Sistema
di Responsabilità Sociale
Certificato **SA8000:2008**
Certificato N. 193909



Azienda con Sistema
Qualità Certificato
UNI EN ISO 9001:2008
Certificato N. 50 100 1691



Azienda licenziataria
di DuPont per
l'applicazione di
sistemi antiaderenti

ETHICAL POLICY

TVS feels that the ethical principles governing industry and business in the West need to be respected by every member, whether at executive or employee levels.

These principles are represented by the utmost respect for human dignity in all its forms, to safeguard the mental and physical health and wellbeing of workers, the correctness of business relations with suppliers and clients, transparent relations with public administration and/or control and supervisory bodies in all their forms

The company's top management, based on the general principles stated here below, has implemented an organizational model, along with the documents required pursuant to Lgs. Decree 231/2001 allowing all employees and collaborators to be aware of their rights, and to ensure the correct allocation of tasks based on their experience, skills and suitability.

It has also prepared the procedures and informed all management and persons concerned to ensure compliance of these principles, via practical observation of simple, effective rules that serve to provide suitable evidence of the compliance with applicable regulations in all fields.

GENERAL PRINCIPLES AND CODE OF CONDUCT

Recipients and range of application

Everything specified here is applied to this company and is binding for employees, collaborators and anyone engaged in relations with the company for any purpose.

Compliance is an essential part of employees' contractual obligations, pursuant to Art. 2104 of the Italian Civil Code.

Advertising

The company undertakes to disseminate its ethical policy to all recipients and persons concerned and to check that it is implemented in full.

For this purpose, a copy of the current policy will be affixed to noticeboards in offices and departments, as well as made available on site and on the company intranet.

All employees and collaborators are obliged to sign acceptance of the policy, undertaking to respect and ensure respect of its stipulations and to conduct themselves appropriately according to their position and responsibilities.

Compliance with laws and standards

The company assumes compliance with current laws, procedures and internal regulations – including "System 231" as the basic principle in the conduction of its activities and internal and external relations.

Under no circumstances will behaviour by employees or third parties acting in the name and/or on behalf of the company, which deviates from and/or is in breach of the above regulations be tolerated or even justified using the grounds of pursuing company interests.

Confidentiality

The company guarantees, in compliance with the relevant legal provisions, the confidentiality of all information in its possession or of which it becomes aware.

Protection of employees' rights and dignity

The company considers respect for human rights in general to be paramount, together with protection of working conditions, and the physical and moral wellbeing of workers.

The company promotes professional development of its employees and will block all abuse of power in hierarchical relations.

In its staff recruitment processes, the company employs an impartial process of candidate assessment without discrimination and with complete respect for equal opportunities.

The company's top management informs all employees that the allocation of merit points will always comply with the requirements of correctness and objectivity based on compliance with the attached **VALUE CHARTER**, in the same way as disciplinary sanctions will always be subject to full compliance with the applicable standards and regulations.

Health, safety and the environment

The company undertakes to safeguard the health and safety of its employees with preventive measures and measures to reduce risk, implementing suitable and technologically advanced safety measures, taking care also to safeguard the environment.

The company works constantly to disseminate a culture of safety and for the protection and hygiene of the environment, at all levels, with regular information and training activities.

Conflict of interest

Employees and collaborators undertake to work without there being any conflicts of interest in the performance of their tasks and the management of operations and transactions for which they are responsible.

Transparency and relations with public institutions

The company expects that all activities, operations and transactions, implemented by employees or third parties in its name and/or on its behalf, are the result of responsible decisions/actions that are lawful and in line with the aims and ethical behaviour standards, as well as with internal procedures and protocols, and may be suitably checked at any time.

Specifically, relations with public institutions are the sole competence of persons appointed to this role, called upon to comply with the principles of independence, impartiality, transparency and correctness, expressed by the company's organisational model.

In the same way, all those responsible for company and social communication are called upon to comply with the same principles of transparency, truth and correctness.

Relationships with customers and suppliers

The company undertakes to work so that relations with clients and suppliers are characterised by the expertise and professionalism of ethical principles, which it disseminates and guarantees.

VALUE CHARTER

INTERNAL VALUES OF REFERENCE	SIGNIFICANCE OF THE VALUE (EXPECTED CONDUCT)	
	POSITIVE	NEGATIVE
Determination and conviction	To stimulate and act as an example in supporting the company mission/vision, even in cases of difficulty.	Accept compromise for a quiet life and/or indifference.
Respect and trust	Consider different opinions and personalities and treat everyone in the same way on a human level. The only difference lies in the different responsibilities.	Believing you know more than others.
Transparency and honesty	Speaking out plainly, without subterfuge; with people, not about them.	Doing the opposite of what you say.
Propensity for continued improvement	Find new stimulation based on the results achieved and from dialogue with colleagues.	Limiting yourself to doing what is "expected".
Reliability and coherence	Honouring commitments even when it costs you.	Not honouring commitments.
Commitment and dedication	Doing your duty with your heart, pushing yourself freely.	Focusing only on your tasks
Simplicity and concreteness	Thinking, being simple and aiming for the essence and the results.	Being task- and not results-orientated
A taste for challenges	Believing firmly that normal people, together, can do exceptional things.	Saying something is "impossible" even before thinking about it.
Assumption of responsibility	Filling gaps and/or dysfunctions within the company at your own personal initiative.	Doing nothing, sticking strictly to your own tasks.