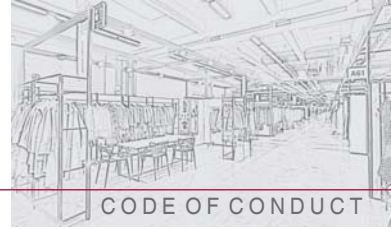


CODE OF CONDUCT

JUNE 23, 2020



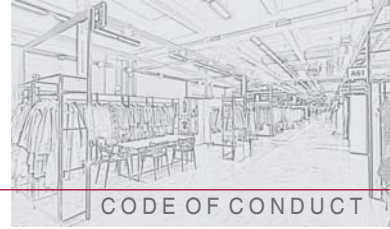
---

## TABLE OF CONTENTS

---

About us	3
Our mission	3
Top management's commitment	4
Three questions to know if I am making the right decision	5
What having a Code means	5
Our principles	6
Our commitments	7
Whistleblowing (Reports)	11
Final note	11

---



---

## ABOUT US

---

MIFUR S.r.l. is a company active in Italy and abroad in the organisation of Exhibitions and Events in general, also of a promotional nature, for the fur & leatherwear, women's prêt-à-porter, knitwear and accessories sectors.

It provides every technical/organisational service aimed at fostering and coordinating contacts between companies and the national and international markets.

Its headquarters are in Milan, the landmark city of the fashion system of which our company is part.

---

---

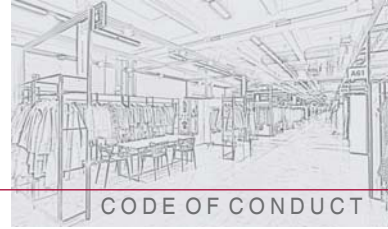
## OUR MISSION

---

Mifur organises exhibitions, events, and B2B and B2C meetings to bring together premium companies of the Italian and international manufacturing sector. Its goal is to create value for clients, in full adherence to the ethical principles governing trade and networking activities. Mifur aspires to maintain and develop a relationship of trust with its Stakeholders. In order to effectively pursue its mission, it builds relationships with clients and prospects, journalists and relevant professional and political bodies, to promote responsible consumption in a fashion industry that focuses on quality products.

Our work is based on the fundamental values of excellence, sharing, respect and long-term foresight when identifying routes that can help us constantly innovate, enhance creativity and sharpen our unique skills. We want these values to define our identity and be the framework for the world in which we operate daily, embracing teamwork where respect for our multicultural and diverse modern society is guaranteed.

---



---

## TOP MANAGEMENT'S COMMITMENT

---

*We implemented this Code of Conduct to highlight our principles, our values and our shared responsibilities. This document was written to state that our daily actions and choices are based on the important values of respect, transparency and sharing.*

*The Code of Conduct summarises the principles to which the members of the Board of Directors, members of statutory bodies, employees, collaborators, clients, suppliers and business partners must refer. We are all part of our Company's value chain and we want to testify to this.*

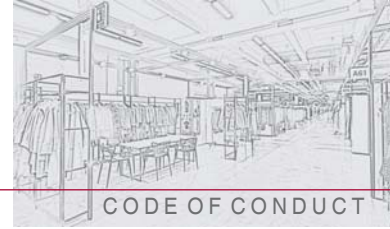
*We present this document that we created using our heads and our hearts, out of our role of spokesperson for the people who work with us, out of respect the Institutions we work with, out of the responsibility we assumed for the resources our clients put at our disposal, that must return to a community that we want to contribute to, with a view to continuous improvement.*

*This document is an important step forward in the history of our company: it's a promise that will be kept.*

**Norberto Albertalli**

*Chairman of the Board of Directors*

---



---

## — THREE QUESTIONS TO KNOW IF I AM MAKING THE RIGHT DECISION —

1. Am I acting in compliance with the law and company procedures?
2. How would I feel if someone treated me the way I am behaving now?
3. What would my family or friends think about this behaviour?

Now you can make a more conscious decision.

---

---

## — WHAT HAVING A CODE MEANS —

It is the model of conduct for our Company: the general rules *of how we want to be*.

It was put together to provide clear rules and, above all, a "guide" for those who work and collaborate with our Company.

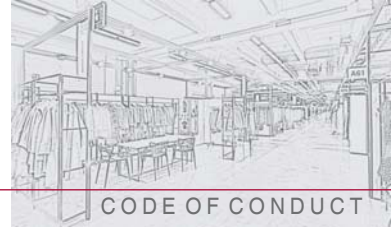
The Code is **inspired by the general principles of the UN** (in particular to the Declaration of Universal Rights and to the Global Compact), the OECD and the European Union. These will be our conditions for corporate management and this Code will in no way violate the workers' fundamental rights or the applicable legislation.

Clear rules of conduct are the first step in adopting an **ethical approach** to our operations, that is, driven by our values.

The present document is the result of an analysis of our **stakeholder's** needs, and it is the first operational guide to fulfil them. The provisions of this Code apply without exception to all those who operate within the company, regardless of their employment relationship, and to all persons or organisations establishing professional relationships with it. All these subjects are required to be familiar with the present document and to contribute to its implementation, its improvement and its dissemination.

Violation of the rules contained in this Code by employees and collaborators and by any subjects who have commercial and contractual relations with our Company will lead to the application of the sanctions provided for by the disciplinary system or contractual rules.

---



---

## OUR PRINCIPLES

---

### **Respecting the rules (legality)**

In their sphere of activity, employees and collaborators of the Company are bound to scrupulously comply with the laws in force, this Code, the protocols and procedures adopted by the Company.

All *stakeholders* (employees, directors, consultants, shareholders, clients, suppliers, commercial and financial partners, industry bodies, union representatives, and, in any case, anyone who deals with our Company) operate in full compliance with the laws and regulations in force in the territory in which they carry out their activity, as well as in compliance with this Code and internal procedures.

### **Accountability**

We should always be able to "account for" our actions, with an operational and responsible approach to "compliance".

### **Sustainability**

Every economic aspect of our operations should always be performed in a sustainable way, with the aim of creating value.

---

## OUR COMMITMENTS

### **Market relations**

Business operations should always be marked by respect for operators on the market, for competitors and for the principles of competition and freedom of the market.

Communications and contracts with clients should be clear and simple, formulated with a language as close as possible to that normally used by the interlocutors; and should comply with the regulations in force, so as not to give rise to elusive or otherwise improper practices.

Furthermore, they should be complete, so as not to neglect any item of relevance to client's decision.

Conduct of staff in dealing with clients revolves around helpfulness, respect and courtesy, and aimed towards creating a collaborative and highly professional relationship.

**Lobbying** activities should be transparent, clearly recognisable and linked to the protection of the values of this Code.

Any action aimed at altering the conditions of fair competition is contrary to the methods, principles and guidelines of conduct by which our operations are inspired.

### **Media relations**

Communication to the outside world must be truthful and transparent. Relations with the media are to be performed exclusively by the corporate departments and responsibilities assigned to this task. Employees should not provide information to media representatives nor undertake to provide information without the permission of the relevant departments.

### **Relations with the Public Administration**

Conduct with officials from the public sector should be respectful of their Code of business ethics, which all staff should familiarise themselves with. Under no circumstances should people be made to believe that the activities carried out are linked to an exchange of favours or similar conduct.

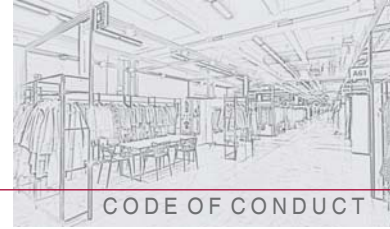
This principle also applies to political parties, representative entities or other bodies with a collective purpose.

No person connected to the Company should give money or offer economic advantages or other types of benefits to subjects of the Public Administration, in order to receive assignments, roles or to obtain other advantages either personal or for the Company.

In carrying out operations and maintaining relations with the Public Administration, people must ensure maximum transparency and traceability of relevant information.

Special precautions should be taken in activities involving authorisations, permits, licences or any requests for funding coming from public (regional, state or EU) entities.

In the event that the Company needs to avail of the professional services of employees of the Public Administration in a consultancy capacity, the applicable regulations must be



respected; the staff selection procedures should specify the reasons for incompatibility of public sector employees.

### **Relations between employees and collaborators**

Working relationships should always be based on the principles of collaboration and transparency, with a view to improving the quality of work and the working environment.

Staff are hired with an employment contract in accordance with the law and collective bargaining currently in force.

No positions based on irregular work or "off-the-books" work are allowed. Before the employment relationship is established, staff should receive all necessary information regarding the regulatory contents and salary of the contract so that acceptance is based on an informed decision.

No individual should feel rejected or excluded on the grounds of nationality, language, gender, age, skin colour, religious belief, political or union membership or physical disability.

Each division manager is required to optimise the working time of the Collaborators by requesting work consistent with the performance of their duties and with work organisation plans.

### **Conflicts of interest**

When conducting any activity in the Company's interest, situations where the parties involved may have a conflict of interest must be "avoided".

It is assumed that a conflict of interest exists when an employee, collaborator or director pursues an objective different from that pursued by the Company or voluntarily procures or attempts to procure a personal advantage when carrying out activities in the interest of the Company or procures it for third parties.

No worker should exploit situations and events related to the Company for his or her own advantage. In particular, large and significant financial investment in companies with a possible conflict of interest may not be carried forward.

Limits are periodically defined and agreed upon; exceptions must be approved by management. This principle also applies to aspects such as granting loans, sureties, mortgages or subsidised rents.

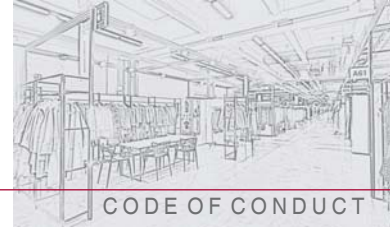
### **Information confidentiality and copyright protection**

All confidential or potentially confidential information relating to commercial activities or any personal information should at all times be considered confidential and should not be disclosed in any way, even after the termination of the employment or contractual relationship. This shall be without prejudice to legal provisions.

The privacy of the employee or partner is protected by adopting all the measures and safeguards for the processing and storage of information provided for by current legislation.

Employees or collaborators of the Company must adhere to the strictest confidentiality even





outside working hours, in order to protect the technical, legal, administrative, staff management and commercial know-how of the company.

All those who, as a result of the performance of their management, supervision or service duties, have access to confidential and relevant information, must not abuse this privilege.

Although maintaining a positive approach to the dissemination of knowledge, the regulations on intellectual property and patent protection must be respected, with particular reference to intellectual property and industrial design.

### **Sponsorships, gifts, presents and benefits**

Any organised, promoted or sponsored event must, where possible, always have a predominantly professional or social purpose dimension.

This principle shall also apply to events in the social life and development of our Company, such as meetings or technical operations. To allow transparency, such events must always be recorded in a detailed manner.

It is forbidden to give or promise gifts or presents in any form whatsoever or to provide benefits to persons who have business or entrepreneurial relations with the Company, unless such forms of gifts, presents or benefits are of modest value and are part of normal practice.

In any case, each employee or collaborator of the Company must ask the Management for explicit authorisation before proceeding to offer gifts, presents or benefits exceeding this modest value.

Directors, Auditors, employees or collaborators of the Company must not receive gifts, presents or benefits from persons working with the Company in the context of the performance of the Company's activities.

This principle also applies to aspects such as donations in cash or in kind, sponsorships, invitations or benefits of any kind.

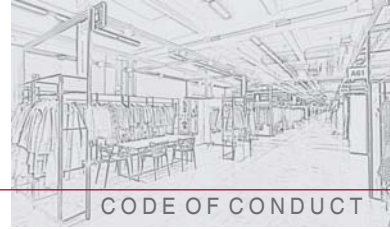
### **Environment**

We must comply with the legal provisions on environmental protection, in particular, attention must be paid to reducing negative impacts on the environment and enhancing positive ones, through programmes to raise awareness and involvement of collaborators and with the help of environmental sustainability tools.

### **Use of company assets**

Every tool provided by the Company shall be used in accordance with the rules of this Code and to achieve our goals, and not for any other purpose or for personal use unless authorised.

Staff, collaborators and all persons involved with the company should use the assets provided by the company as working tools with care and respect, so as to carry out their duties in the best possible way.

**Selection of suppliers and partners**

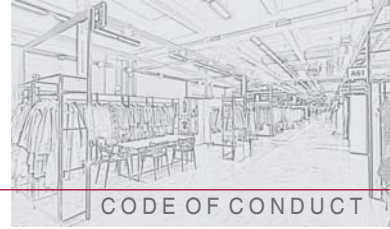
In choosing its suppliers, the Company adopts a partnership approach and does not behave in a discriminatory manner. Suppliers should always be selected and evaluated according to objective and verifiable criteria with reference to the specific nature of the services, ensuring adequate records are kept. Purchases must be made on the basis of clearly defined contracts and the most convenient service.

**Public funds**

They must at all times be used exclusively for the purpose for which they were granted.

Financed activities of a significant financial value must be subject to a specific financial and destination audit carried out by a qualified and independent subject

---



---

## WHISTLEBLOWING (REPORTS)

Reports can be sent to the dedicated and confidential e-mail box (independent and certified service): [mifur@ethicspoint.eu](mailto:mifur@ethicspoint.eu) - **Anonymous reports are accepted.**

No sanctions may be imposed, even in the case of incorrect reports, as long as the reports are made in good faith. Any form of retaliation or discrimination against the whistle-blower are not accepted and will be subject to sanctions.

---

---

## FINAL NOTE

This document was approved on 23 June 2020, enters into force on that date and supersedes and replaces any previous version.

For any information on this document:

[segreteria@mifur.com](mailto:segreteria@mifur.com) - Via A. Riva Villasanta 3, 20145 Milan, Italy.

This document is available on the company website:

[www.theonemilano.com/corporate](http://www.theonemilano.com/corporate)

---