

E. THOMAS SPA

CODE OF CONDUCT

E. Thomas SPA declares to fully respect all the human rights, the working international standards and the environmental laws.

We share with our suppliers and clients the common goal and commitment to ensure the highest social, ethic and environment standards.

This will be granted by this Code of Conduct that ensures:

- Employees are treated equally and respectfully;
- Ethic working conditions for all the employees;
- Freedom to have worker associations and unions inside the mill and collective bargaining;
- No child labor and no extra overtime according to the Italian and European laws;
- Measures to grant the application of the Italian and European laws related to the safety and the employment through periodical audits from Responsabile del Servizio di Prevenzione e Protezione;
- Worker health is ensured by sanitary check made by the legal doctor every year;
- Periodical trainings about all the potential risks in the workplace;
- we develop and use technology and chemicals that are environmentally friendly;
- reduce energy consumption:
 - o changed in all the mill the totality of the old bulb lights with new LED lights,
 - o better insulation materials for the building's facades,
 - o new power efficient air conditioning system in the offices and in the working areas to improve working conditions,
 - o creation of a condense recovery process of our steam power generators to reduce the power consumption for the heating system.
 - o replacement all the new windows fixtures to improve offices insulation.
- new working techniques to have a more efficient and ecological use of chemicals;
- waste disposal and handling is done in the best way with all the necessary precautions for the environment;
- air emissions are periodically checked by certified laboratories;
- waste water is periodically checked by certified laboratories;
- ensure a workplace without any kind of corruption and discrimination;
- our values of integrity, honesty, contractual fairness are fully complies with all the laws requirements.

In order to satisfy the customers, stakeholders and workers trust in the Mill, our highest priority is the fully transparency and integrity of our production processes.

For this reason, is vital for us to know any discrepancies, lack of conformity or any violation of this Code of Conduct.