

Code of Ethics

ManyDesigns S.r.l.



ManyDesigns s.r.l.

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1. INTRODUCTION

ManyDesigns S.r.l. recognizes the importance of conducting its activities in an ethical and responsible manner. This Ethical Code establishes the guiding principles that all employees and collaborators must adhere to in order to ensure ethical behavior in compliance with Italian laws and regulations.

1.1. Transparency and Integrity

1.1.1. Legal Compliance: Employees of ManyDesigns must adhere to all applicable laws and regulations within the context of their professional activities.

1.1.2. Integrity: We commit to conducting our activities in an honest and transparent manner, avoiding any form of corruption, fraud, or unfair behavior.

1.2. Respect for Human Rights

1.2.1. Diversity and Inclusion: ManyDesigns promotes an inclusive work environment that respects diversity in terms of race, gender, age, religion, and sexual orientation.

1.2.2. Dignified Work: We are committed to ensuring safe and healthy working conditions, respecting the fundamental rights of workers.

1.3. Data Protection and Privacy

1.3.1. Data Handling: ManyDesigns commits to managing customer, employee, and other stakeholder data with the utmost confidentiality and in compliance with privacy laws.

1.3.2. Cybersecurity: All employees are required to follow cybersecurity procedures to protect company data from unauthorized access.

1.4. Environmental Sustainability

1.4.1. Environmental Responsibility: ManyDesigns is committed to reducing its environmental impact by promoting sustainable practices and minimizing resource consumption.



1.5. Social Responsibility

1.5.1. Contributions to the Community: ManyDesigns supports social and philanthropic initiatives to contribute to the well-being of the communities in which it operates.

1.6. Conflicts of Interest

1.6.1. Disclosure of Conflicts: Employees are required to disclose any conflicts of interest that may compromise corporate objectivity and integrity.

2. CUSTOMERS

2.1. Customer Relations

2.1.1. Commitment to Service Quality: ManyDesigns is committed to providing high-quality products and services, adhering to industry standards, and meeting customer expectations.

2.1.2. Transparency in Communication: We will communicate with customers in a clear and transparent manner, providing accurate and comprehensive information about our products, services, and contractual terms.

2.1.3. Confidentiality of Customer Information: All employees must respect the confidentiality of customer information and not disclose it to third parties without explicit customer authorization or in accordance with privacy laws.

2.1.4. Ethical Problem Resolution: In the event of disputes or problems, ManyDesigns is committed to resolving them ethically and promptly, seeking solutions that are in the best interest of the customer and the company.

2.1.5. Active Listening: We promote active listening to understand the needs and concerns of customers, aiming to exceed expectations through excellent customer service.



2.1.6. Respect for Contracts: ManyDesigns will honor all contractual agreements with customers, ensuring the provision of services and products in accordance with the agreed-upon terms.

2.2. Ethics in Sales and Marketing

2.2.1. Accurate Information: All sales and marketing activities will be conducted ethically and respectfully, avoiding misleading statements or unfair business practices.

2.2.2. Customer Privacy Respect: ManyDesigns will respect customer privacy in marketing and sales activities, in compliance with regulations on the protection of personal data.

2.2.3. Transparency in Costs: All cost-related information will be transparent and easily understandable for customers, avoiding hidden or unclear costs.

2.3. Customer Feedback

2.3.1. Active Listening and Continuous Improvement: We welcome customer feedback as an opportunity to enhance our products and services. All reports will be treated with respect and addressed promptly.

2.3.2. Protection of Customer Information: Every employee is responsible for the security of customer information, avoiding unauthorized disclosure or unnecessary access.

3. SUPPLIERS

3.1 Relationship with Suppliers

3.1.1. Ethical Selection of Suppliers: ManyDesigns is committed to selecting suppliers based on ethical criteria, adhering to standards of quality, sustainability, and social responsibility.



3.1.2. Transparency in Relations with Suppliers: We will communicate openly with our suppliers, ensuring transparency in business transactions and respecting agreed-upon contractual terms.

3.1.3. Respect for Contracts: ManyDesigns will honor contractual agreements with suppliers, ensuring timely payment and adherence to negotiated conditions.

3.1.4. Social Responsibility in the Supply Chain: We promote social responsibility in our supply chain, encouraging suppliers to adopt sustainable and human rights-respecting practices.

3.1.5. Conflict of Interest: Employees responsible for purchasing decisions must avoid situations of conflict of interest and make decisions based solely on business needs.

3.1.6. Confidentiality of Supplier Information: All employees must treat supplier information with confidentiality, avoiding unauthorized disclosure of sensitive details.

3.2. Environmental and Social Sustainability in Suppliers

3.2.1. Sustainability Requirements: ManyDesigns encourages suppliers to adopt sustainable business practices and commit to reducing environmental impact.

3.2.2. Assessment of Social Performance: We monitor the social performance of our suppliers, assessing the respect for workers' rights and promoting dignified working conditions.

3.3. Ethical Conflict Management

3.3.1. Ethical Resolution of Disputes: In case of disputes with suppliers, ManyDesigns is committed to resolving them ethically and in accordance with contractual agreements, seeking fair solutions and compromises.

3.3.2. Promotion of Fair Business Practices: ManyDesigns supports fair business practices and will not engage in activities that may compromise the integrity or reputation of suppliers.



4. EMPLOYEES AND COLLABORATORS

4.1. Relations with Employees and Collaborators

4.1.1. Respect and Diversity in the Company: ManyDesigns promotes a respectful and inclusive work environment, where every employee is treated with dignity and respect, regardless of race, gender, ethnicity, religion, sexual orientation, or other personal characteristics. Discriminatory behavior, harassment, or intimidation in the workplace will not be tolerated.

4.1.2. Safety and Health: ManyDesigns is committed to providing a safe and healthy work environment by adopting practices and policies that minimize risks to employees' health and safety. Every employee is required to follow workplace safety regulations and report any hazardous situations.

4.1.3. Professional Development: ManyDesigns supports the professional development of employees by offering training and growth opportunities to foster career progression. All employees are encouraged to continuously improve their skills and actively participate in company training programs.

4.1.4. Work-Life Balance: ManyDesigns recognizes the importance of work-life balance and strives to provide flexibility when possible, respecting the individual needs of employees.

4.1.5. Participation and Engagement: ManyDesigns promotes an environment where every employee feels involved and motivated, encouraging active participation and the sharing of ideas to constantly improve efficiency and company culture.

4.1.6. Open Communication: We encourage open and transparent communication, providing channels for expressing concerns or issues without fear of retaliation. Every employee is encouraged to report unethical behavior or situations they become aware of.



4.2. Protection of Workers' Rights

4.2.1. Legal Compliance: ManyDesigns respects and adheres to all current labor laws and regulations, including those related to working hours, salaries, and union rights.

4.2.2. Right to Privacy: Employee privacy is respected, and personal information is treated with the utmost confidentiality and in compliance with privacy laws.

4.2.3. Fair Wage: ManyDesigns is committed to ensuring a fair salary policy based on skills and responsibilities, without gender discrimination or other factors unrelated to job competence.

4.2.4. Right to Representation: Employees have the right to freely associate and join trade unions in accordance with prevailing labor laws.

4.3. Relationships with the Community, Society and Institutions

4.3.1. Social Responsibility: ManyDesigns is committed to being a responsible member of the community, contributing to its development and overall well-being. We support social, cultural, and environmental initiatives that enhance the quality of life in our community.

4.3.2. Transparency and Community Engagement: We provide transparent information about our operations and are committed to addressing community concerns openly and promptly. We collaborate with local organizations and participate in initiatives that promote progress and sustainability.

4.3.3. Respect for Local Culture: We respect the cultural diversity of the community where we operate, acknowledging and valuing local traditions and contributing to their preservation.

4.3.4. Environmental Sustainability: ManyDesigns is committed to reducing the environmental impact of its activities and adopting sustainable practices that contribute to the conservation of the local environment.

4.3.5. Cooperation with Institutions: ManyDesigns collaborates with local, regional, and national institutions to promote harmonious development and comply with applicable laws and regulations.



4.3.6. Active Participation in the Community: We encourage our employees to actively participate in community life, supporting volunteer initiatives and social projects that promote the common good.

4.3.7. Integrity in Institutional Relations: ManyDesigns manages relationships with institutions ethically and transparently, avoiding improper practices and respecting legislative and fiscal regulations.

4.4. Open Communication with Institutions:

ManyDesigns is committed to maintaining open communication with institutions, providing accurate information and collaborating transparently in cases of verification or information requests.

4.5. Environmental Commitment and Sustainability

4.5.1. Respect for the Environment: ManyDesigns recognizes the importance of environmental conservation and is committed to minimizing the environmental impact of its activities.

4.5.2. Reduction of Emissions and Pollution: We implement practices aimed at reducing greenhouse gas emissions and pollution, adopting technologies and processes that are more sustainable.

4.5.3. Conservation of Natural Resources: ManyDesigns promotes sustainable management of natural resources, reducing waste and adopting practices that contribute to the conservation of energy, water, and materials.

4.5.4. Use of Clean Technologies: We continuously seek clean and sustainable technologies to improve our operations, reducing the environmental impact of our business.

4.5.5. Responsibility in Product Lifecycle: ManyDesigns integrates sustainable practices into the lifecycle of its products, from design and production to post-consumer management.

4.5.6. Compliance with Environmental Regulations: ManyDesigns respects all current environmental laws and regulations, committing to maintaining high environmental standards in all its operations.



4.5.7. Environmental Awareness and Training: We provide ongoing training to our employees to increase environmental awareness and promote sustainable behaviors both within and outside the workplace.

4.6. Monitoring and Environmental Reporting

ManyDesigns implements environmental monitoring systems to assess the impact of its activities on the environment and provides periodic reports on the progress of sustainability initiatives.

5. IMPLEMENTATION OF THE ETHICAL CODE

5.1. Ethical Defender

ManyDesigns appoints an Ethical Advocate responsible for ensuring the dissemination, interpretation, and implementation of the Ethical Code within the company.

The Ethical Advocate will be the point of contact for employees, collaborators, and other stakeholders in case of questions, reports, or doubts regarding the Ethical Code.

5.2. Continuous Training

ManyDesigns will provide regular training to employees to ensure a thorough understanding of the Ethical Code and the principles contained therein.

The training will include practical cases, ethical scenarios, and guidance on how to handle dilemmatic situations.

5.3. Integration into Business Processes

ManyDesigns will integrate the principles of the Ethical Code into decision-making processes and company policies to ensure consistency and cohesion with the company's ethical objectives.



5.4. Ethical Reporting Channels

ManyDesigns will provide employees with ethical reporting channels, such as hotlines or online platforms, to report violations of the Ethical Code anonymously and confidentially.

Reports will be handled with the utmost confidentiality and will be subject to a prompt and impartial investigation.

5.5. Sanctions and Discipline

Violations of the Ethical Code will be subject to internal investigation. If confirmed, they will be treated seriously and disciplined in accordance with company rules, including the possibility of disciplinary actions up to and including termination of employment.

5.6. Periodic Updates

The Ethical Code will undergo periodic review to ensure it remains updated with evolving laws, regulations, and company needs.

Employees will be informed promptly of any changes to the Ethical Code and must confirm that they have read and understood it.

Approved by resolution of the Board of Directors on December 11, 2023.