



Code of Ethics

ManyDesigns S.r.l.

Table of Contents

1. 1. INTRODUCTION
2. 1.1. Transparency and Integrity
3. 1.1.1. Legal Compliance:
4. 1.1.2. Integrity:
5. 1.2. Respect for Fundamental Rights and Inclusion
6. 1.2.1. Diversity and Inclusion:
7. 1.2.2. Decent Work:
8. 1.3. Data Protection and Confidentiality
9. 1.3.1. Data Processing:
10. 1.3.2. Information Security:
11. 1.4. Environmental and Social Sustainability
12. 1.4.1. Environmental Responsibility:
13. 1.4.2. Community Contributions:
14. 1.5. Conflicts of Interest
15. 1.5.1. Disclosure of Conflicts:
16. 2. CUSTOMERS
17. 2.1. Customer Relations
18. 2.1.1. Commitment to Service Quality:
19. 2.1.2. Transparency in Communication:
20. 2.1.3. Confidentiality of Customer Information:
21. 2.1.4. Ethical Problem Resolution:
22. 2.1.5. Active Listening:
23. 2.1.6. Respect for Contracts:
24. 2.2. Ethics in Sales and Marketing
25. 2.2.1. Accurate Information:
26. 2.2.2. Respect for Customer Privacy:
27. 2.2.3. Cost Transparency:
28. 2.3. Customer Feedback
29. 2.3.1. Listening and Continuous Improvement:
30. 2.3.2. Protection of Customer Information:
31. 3. SUPPLIERS



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- 32. 3.1 Supplier Relations
- 33. 3.1.1. Ethical Selection:
- 34. 3.1.2. Transparency in Supplier Relations:
- 35. 3.1.3. Respect for Contracts:
- 36. 3.1.4. Social Responsibility in the Supply Chain:
- 37. 3.1.5. Conflicts of Interest:
- 38. 3.1.6. Confidentiality of Supplier Information:
- 39. 3.2. Environmental and Social Sustainability in Suppliers
- 40. 3.2.1. Sustainability Requirements:
- 41. 3.2.2. Assessment of Social Performance:
- 42. 3.3. Ethical Conflict Management
- 43. 3.3.1. Ethical Dispute Resolution:
- 44. 3.3.2. Promotion of Fair Business Practices:
- 45. 4. EMPLOYEES
- 46. 4.1. Employee Relations
- 47. 4.1.1. Inclusive Environment and Equality:
- 48. 4.1.2. Open Communication:
- 49. 4.1.3. Non-discrimination:
- 50. 4.1.4. Professional Development:
- 51. 4.1.5. Work-Life Balance:
- 52. 4.2. Protection of Workers' Rights
- 53. 4.2.1. Legal Compliance and Right to Representation:
- 54. 4.2.2. Safety and Health:
- 55. 4.2.3. Right to Privacy:
- 56. 4.2.4. Pay Equity:
- 57. 5. EXTERNAL RELATIONS AND SUSTAINABILITY
- 58. 5.1. Social Responsibility and Community
- 59. 5.1.1. Community Contribution:
- 60. 5.1.2. Transparency and Commitment:
- 61. 5.1.3. Respect for Local Culture:
- 62. 5.1.4. Active Participation:
- 63. 5.2. Institutional Relations
- 64. 5.2.1. Cooperation and Compliance:
- 65. 5.2.2. Integrity and Transparency:
- 66. 5.2.3. Open Communication:
- 67. 5.3. Environmental Commitment
- 68. 5.3.1. Environmental Protection:
- 69. 5.3.2. Operational Sustainability:
- 70. 5.3.3. Resource Management:
- 71. 5.3.4. Life Cycle Responsibility
- 72. 5.3.5. Compliance and Standards:
- 73. 5.3.6. Employee Awareness:
- 74. 5.3.7. Monitoring and Reporting:



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75. 6. IMPLEMENTATION OF THE CODE OF ETHICS

76. 6.1. Continuous Training:

77. 6.2. Integration into Business Processes

78. 6.3. Ethical Reporting Channels

79. 5.4. Sanctions and Discipline

80. 5.5. Periodic Updates:



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1. INTRODUCTION

This Code of Ethics represents the set of values and behavioral principles that guide ManyDesigns S.r.l. (hereinafter referred to as "the Company") in its daily operations. It is an essential document that defines the moral and professional standards expected from all those who work with or for the Company, including employees, suppliers, and customers.

The Code is based on principles of transparency, integrity, respect for fundamental rights, environmental protection, and social responsibility. It serves as a practical guide for navigating ethical dilemmas and making decisions aligned with the Company's values.

1.1. Transparency and Integrity

1.1.1. Legal Compliance: The Company commits to complying with all applicable laws and regulations, both national and international, in the countries where it operates.

1.1.2. Integrity: All business activities must be conducted with integrity, honesty, and transparency. Corruption, bribery, fraud, or any form of unethical behavior are not tolerated.

1.2. Respect for Fundamental Rights and Inclusion

1.2.1. Diversity and Inclusion: The Company promotes and values diversity in all its forms (gender, age, ethnicity, religion, sexual orientation, disability) and is committed to creating an inclusive environment where every individual is respected and valued.

1.2.2. Decent Work: The Company prohibits the use of child labor, forced labor, or any form of exploitation. Employees must be treated with dignity, ensuring decent working conditions and fair wages.

1.3. Data Protection and Confidentiality

1.3.1. Data Processing: Customer, employee, and supplier data must be handled in compliance with privacy regulations (such as GDPR), ensuring the confidentiality and security of personal information.

1.3.2. Information Security: The Company adopts measures to protect information systems against cyber-attacks and unauthorized access, ensuring data integrity and availability.

1.4. Environmental and Social Sustainability

1.4.1. Environmental Responsibility: The Company is committed to reducing the environmental impact of its operations, adopting sustainable practices and promoting the efficient use of natural resources.

1.4.2. Community Contributions: The Company supports initiatives that promote social and cultural development in the communities where it operates, contributing to general well-being.

1.5. Conflicts of Interest

1.5.1. Disclosure of Conflicts: Employees must promptly disclose any conflicts of interest that may influence their decisions or actions. The Company handles such situations transparently



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and impartially.



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2. CUSTOMERS

2.1. Customer Relations

2.1.1. Commitment to Service Quality: The Company is committed to providing high-quality products and services that meet or exceed customer expectations.

2.1.2. Transparency in Communication: All communications with customers must be clear, accurate, and transparent, avoiding misleading or false information about products, services, or prices.

2.1.3. Confidentiality of Customer Information: All information provided by customers is treated with maximum confidentiality and protected in accordance with applicable privacy regulations.

2.1.4. Ethical Problem Resolution: The Company commits to resolving disputes or issues with customers ethically, promptly, and fairly, seeking mutually satisfactory solutions.

2.1.5. Active Listening: Customer needs and concerns are listened to attentively, ensuring that their opinions are valued and considered in business decisions.

2.1.6. Respect for Contracts: All contractual commitments to customers are respected. The Company ensures timely delivery of agreed products and services.

2.2. Ethics in Sales and Marketing

2.2.1. Accurate Information: All marketing and communication materials must provide accurate and truthful information. The Company does not engage in misleading advertising practices.

2.2.2. Respect for Customer Privacy: The Company respects customer privacy in marketing activities and uses their data only with their consent and in accordance with applicable laws.

2.2.3. Cost Transparency: All product and service prices are clearly and transparently communicated, avoiding hidden costs or misleading pricing practices.

2.3. Customer Feedback

2.3.1. Listening and Continuous Improvement: The Company actively seeks customer feedback to continuously improve its products and services. Customer opinions are valued and used to refine business offerings.

2.3.2. Protection of Customer Information: Customer feedback is handled with confidentiality, and provided information is protected from unauthorized disclosure.



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3. SUPPLIERS

3.1 Supplier Relations

3.1.1. Ethical Selection: Supplier selection is based on objective criteria, including quality, price, reliability, and the ability to respect ethical principles. Suppliers who demonstrate a commitment to human rights, environmental sustainability, and ethical practices are preferred.

3.1.2. Transparency in Supplier Relations: The Company maintains transparent and fair relationships with suppliers, respecting agreed terms and promoting open and honest communication.

3.1.3. Respect for Contracts: All contractual agreements with suppliers must be honored. The Company ensures timely payments and respects agreed delivery terms.

3.1.4. Social Responsibility in the Supply Chain: The Company expects suppliers to respect labor rights, ensure safe working conditions, and pay fair wages. It opposes the use of child or forced labor.

3.1.5. Conflicts of Interest: Employees responsible for purchasing decisions must avoid conflicts of interest situations and make decisions based solely on company needs.

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

3.2. Environmental and Social Sustainability in Suppliers

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

3.2.2. Assessment of Social Performance: The Company monitors suppliers' social performance, assessing respect for workers' rights and promoting decent working conditions.

3.3. Ethical Conflict Management

3.3.1. Ethical Dispute Resolution: In case of disputes with suppliers, ManyDesigns commits to resolving them ethically and in compliance with contractual agreements, seeking fair solutions and compromises.

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



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4. EMPLOYEES

4.1. Employee Relations

4.1.1. Inclusive Environment and Equality: ManyDesigns ensures a respectful and inclusive work environment where every person is treated with dignity. Discriminatory behavior, harassment, or intimidation in the workplace is not tolerated.

4.1.2. Open Communication: We encourage open and transparent communication, providing channels for expressing concerns or problems without fear of retaliation. Everyone is encouraged to report unethical behavior or situations they are aware of.

4.1.3. Non-discrimination: The Company commits to non-discrimination, particularly by promoting gender equality in all phases of employment: selection, hiring, training, career advancement, compensation, and termination.

4.1.4. Professional Development: ManyDesigns supports professional development by offering training and growth opportunities. The Company ensures equal opportunities in training and development. Decisions regarding participation in training programs are based solely on skills and company roles, categorically excluding gender prejudices or stereotypes. These criteria are transparent and communicated to all staff.

4.1.5. Work-Life Balance: ManyDesigns recognizes the importance of work-life balance and seeks to provide flexibility, compatible with operational needs, with particular attention to supporting parenthood for both parents.

4.2. Protection of Workers' Rights

4.2.1. Legal Compliance and Right to Representation: The Company respects all applicable labor laws and regulations (working hours, wages, union rights) and recognizes everyone's right to freely associate and join union organizations.

4.2.2. Safety and Health: ManyDesigns commits to providing a safe and healthy work environment by adopting practices and policies that minimize health and safety risks for every person. All employees are required to follow workplace safety regulations and report any dangerous situations.

4.2.3. Right to Privacy: Everyone's privacy is respected, and personal information is handled with maximum confidentiality and in compliance with privacy laws.

4.2.4. Pay Equity: ManyDesigns commits to ensuring a fair salary policy based on skills and responsibilities, without discrimination based on gender or other factors unrelated to work competencies.



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5. EXTERNAL RELATIONS AND SUSTAINABILITY

5.1. Social Responsibility and Community

5.1.1. Community Contribution: ManyDesigns commits to being a responsible community member, contributing to its development and general well-being. The Company supports social, cultural, and environmental initiatives that improve quality of life in the region.

5.1.2. Transparency and Commitment: The Company provides transparent information about its activities and commits to responding to community concerns openly and promptly. It collaborates with local organizations and participates in initiatives that promote progress and sustainability.

5.1.3. Respect for Local Culture: The cultural diversity of communities where we operate is respected, recognizing and valuing local traditions and contributing to their preservation.

5.1.4. Active Participation: Employees are encouraged to actively participate in community life, supporting volunteer initiatives and social projects that promote the common good.

5.2. Institutional Relations

5.2.1. Cooperation and Compliance: ManyDesigns collaborates with local, regional, and national institutions to foster harmonious development and comply with current laws and regulations.

5.2.2. Integrity and Transparency: Relations with institutions are managed ethically and transparently, avoiding improper practices and respecting legislative and tax regulations.

5.2.3. Open Communication: The Company commits to maintaining open communication with institutions, providing accurate information and cooperating transparently in cases of verification or information requests.

5.3. Environmental Commitment

5.3.1. Environmental Protection: ManyDesigns recognizes the importance of environmental protection and commits to minimizing the environmental impact of its activities.

5.3.2. Operational Sustainability: Practices aimed at reducing greenhouse gas emissions and pollution are implemented, adopting more sustainable and cleaner technologies and processes.

5.3.3. Resource Management: The Company promotes sustainable management of natural resources, reducing waste and adopting practices that contribute to the conservation of energy, water, and materials.

5.3.4. Life Cycle Responsibility: ManyDesigns integrates sustainable practices into the life cycle of its products, from design and production to post-consumer management.

5.3.5. Compliance and Standards: All current environmental laws and regulations are respected, committing to maintain high environmental standards in all operations.



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5.3.6. Employee Awareness: Continuous training is provided to employees to increase environmental awareness and promote sustainable behaviors.

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



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6. IMPLEMENTATION OF THE CODE OF ETHICS

6.1. Continuous Training:

ManyDesigns will provide regular training to ensure a thorough understanding of the Code of Ethics and the principles contained therein. Training includes practical cases, ethical scenarios, and guidance on how to handle dilemmatic situations.

6.2. Integration into Business Processes

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

6.3. Ethical Reporting Channels

ManyDesigns provides employees with ethical reporting channels (whistleblowing) to report violations of the Code of Ethics anonymously and confidentially. Reports will be handled with maximum confidentiality and will be subject to timely and impartial investigation.

6.4. Sanctions and Discipline

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

6.5. Periodic Updates:

The Code of Ethics will be subject to periodic review to ensure it remains updated regarding laws, regulations, and evolving business needs.

Approved by resolution of the Board of Directors on July 10, 2025.



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