

Code of Ethics

1. Introduction

This Code of Ethics outlines the values and principles that guide all activities within our company. It serves as a reference for employees, collaborators, suppliers, and business partners. Our goal is to operate transparently, sustainably, and responsibly, ensuring product quality while respecting the environment and the community.

2. Core Principles

2.1 Integrity and Transparency

- We operate honestly and transparently, complying with all applicable local, national, and international regulations.
- We communicate clearly and truthfully with customers, suppliers, and other stakeholders.

2.2 Quality and Innovation

- We are committed to offering high-quality products that meet international certification standards (ISO 9001, ISO 14000).
- We promote innovative solutions, developing customized designs in collaboration with our manufacturing partners.

2.3 Environmental Sustainability

- We collaborate with suppliers and manufacturers who comply with environmental regulations, including anti-pollution standards.
- We promote production processes that minimize environmental impact, in line with ISO 14000 principles.
- We support material recycling and waste reduction throughout the value chain.

2.4 Respect for People

- We ensure a safe work environment that respects human and labor rights.

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- We oppose all forms of discrimination and promote diversity and inclusion among employees and collaborators.

3. Relationships with Suppliers

- We select suppliers based on quality, sustainability, and compliance with international regulations.
- We require our partners to adhere to our Code of Ethics or equivalent standards.
- We periodically assess suppliers to verify compliance with environmental, human rights, and workplace safety standards.

4. Environmental Responsibility

- We adopt a proactive approach to reducing environmental impact, promoting sustainable practices across the supply chain.
- We ensure that materials used comply with environmental regulations and are produced in certified facilities.
- We support initiatives aimed at energy savings and CO₂ emission reduction.

5. Compliance with Regulations

- We strictly comply with occupational safety, environmental protection, and corporate governance regulations.
- We adopt transparent management practices to ensure compliance with tax, customs, and contractual laws.

6. Commitments to Customers

- We provide customers with safe, reliable products that comply with current regulations.
- We ensure maximum transparency regarding materials, technical specifications, and production processes.

7. Implementation and Monitoring

- We disseminate the Code of Ethics at all company levels, ensuring that employees and collaborators understand and comply with it.

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- Employees and partners can report violations of the Code through designated company channels.
 - Any violation will be evaluated rigorously and may result in disciplinary or contractual consequences.
- 8. Legality, Anti-Corruption, and Crime Prevention** Gtiles Srl actively works to prevent all forms of corruption, illegality, and unethical behavior, in line with the core values expressed in this Code. The company:
- Rejects any form of corrupt practice, direct or indirect, towards public officials, private or public employees, suppliers, customers, or any other party;
 - Adopts appropriate organizational and managerial measures to prevent crimes under Legislative Decree 231/2001, including internal control procedures and regular employee training;
 - Promotes a culture of legality and fair competition as essential factors for corporate growth and reputation;
 - Encourages the reporting, even anonymously, of any unlawful or unethical behavior through designated company channels.

9. Conclusion

Our commitment is to contribute to building a sustainable future based on ethical values, environmental responsibility, and care for people. We believe that business success is closely linked to social and environmental responsibility.