



**ETHICAL
ENVIRONMENTAL CODE**

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PRINCIPLES

WORK PRINCIPLE AND PROCEDURES



TANGERIN and all the companies of the Group adopt and use a correct and ethical work practice, respecting the standards universally recognized for fundamental human rights.

All the workers of the Group, without exception and distinction, are engaged to observe and be observed regarding their job and their responsibility. The firm belief of acting in the interest of the Group cannot justify in any way the adoption of behaviours contrary to these principles.

In order to distribute it as widely as possible, this Code is published on the company's web site *www.tangerin.eu*.

The addressees of this document are all the Group's stake-holders (shareholders, managers, employees, workers, collaborators, etc.).

WORK PRINCIPLE



TANGERIN and all the companies of the Group act in accordance with a “spirit of trust” with regard to the principles of an ethical entrepreneurship. Therefore, they recognize that the basic principles of company business related to commercial secrets, respect of intellectual property, sincerity, veracity, transparency and honesty contribute to create business relationships which are believable, steady and sustainable.

GIFTS AND GRATUITIES

TANGERIN and all the companies of the Group do not offer in any way to their contact people in other companies incentives, bribes, present or other payment methods that could compromise objective and correct business decisions.

SPECIAL RULES (OR REGULATIONS)

TANGERIN and all the companies of the Group grant that every production, every supply and any other activity submitted to special government or legal permits, can be started only once have been obtained these permits.

WORK CONDITIONS HEALTH AND SAFETY

TANGERIN and all the companies of the Group provide an healthy and safe work environment for their employees, in conformity with the relevant local laws and to what ever specific regulations in force in their industry’s brand/sector.

REMUNERATION AND WORKING TIME

TANGERIN and all the companies of the Group apply the local laws on the minimum wage, on the usual working hours and on the employees' allowances. Overtime is on employee's decision and is completely rewarded as per normal rates or per increased rates, depending on the legal regulations in force in the specific location. In special conditions, the employees can be asked to work after their normal working time, but for a limited period. In this case, the extra working hours and the further working days shall comply with the local regulation and shall be planned in order to grant safe and humane working conditions.

ASSOCIATION'S FREEDOM

TANGERIN and all the companies of the Group do not prevent their employees from joining (freely) legal and pacific associations of workers or Unions. Wherever the local regulations on work would limit this freedom, they encourage to facilitate the employees other means of free and independent association and of trade unions bargaining.

PROHIBITION OF DISCRIMINATION

TANGERIN and all the companies of the Group do not discriminate against any people regarding the employ, including the recruitment, remuneration, advantages, career, discipline, dismissal or retirement, on the basis of: race, colour, social position, origin, nationality, religion, handicap, gender, sexual orientation, membership of a trade union, political affiliation or age.

PROHIBITION OF JUVENILE WORK

TANGERIN and all the companies of the Group do not employ people with less than 16 years, or younger than the age foreseen by the relevant Country as end of compulsory education, where it is over 16 years.

TANGERIN and all the companies of the Group fulfil all the rules of local laws on the young workers, particularly those related to the working time, to remuneration, to health, to safety and to the general working conditions. By "young worker" we mean every employee who is between 16-18 years old.

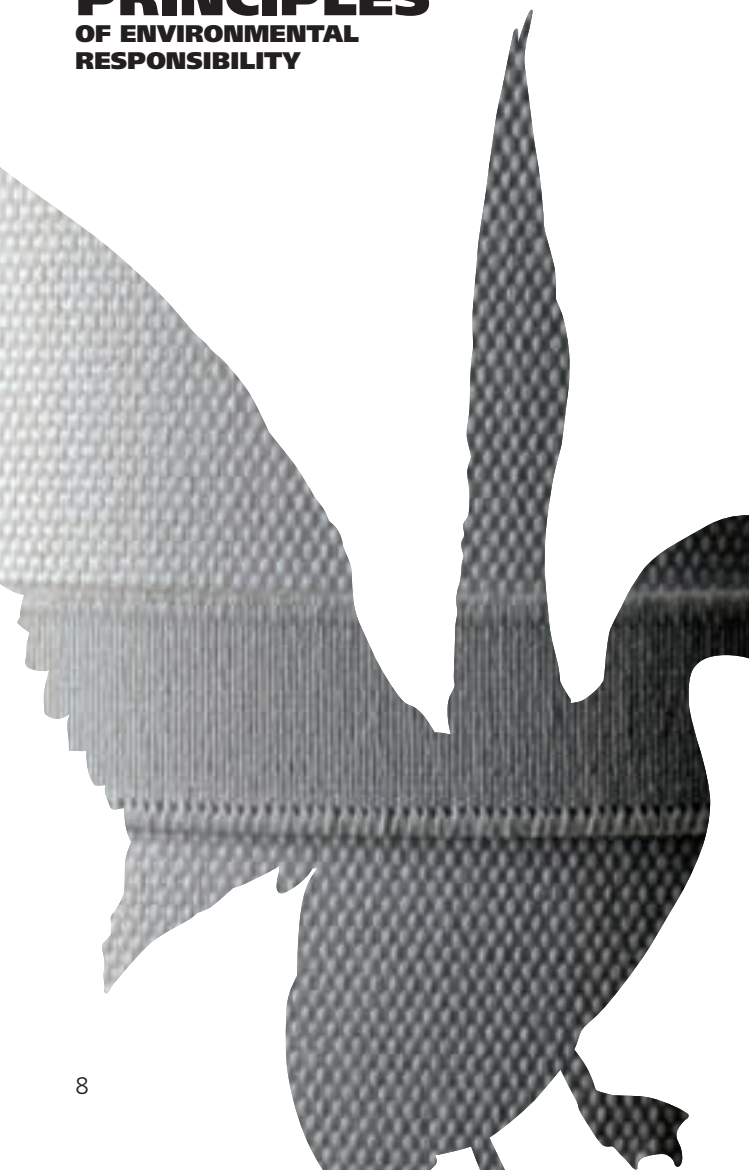
PROHIBITION OF FORCED LABOUR

TANGERIN and all the companies of the Group do not submit any people to harassments, corporal punishments and/or to threats of violence and prohibit the utilization of fines or any form of mental or physical abuse, coercion or intimidation.

PROHIBITION OF DISCIPLINARY SANCTIONS

TANGERIN and all the companies of the Group do not subject any person to harassment, smacking and/or threats of violence and prohibit the use of penalties or any form or mental or physical abuse, compulsion or intimidation.

PRINCIPLES OF ENVIRONMENTAL RESPONSIBILITY



TANGERIN and all the companies of the Group are committed to acting as responsible citizens who do business in an appropriate manner in order to protect the environment and sustainable use of natural resources.

The production range and services of the Group do not indicate any direct involvement in areas which are considered to have a strong impact on the environment.

The principles illustrated in this document confirm the engagement of **TANGERIN** and of all the companies of the Group to adopt an environmental management in compliance with the National and International laws for environment protection. **TANGERIN** and all the companies of The Group therefore insist that their employees contribute to support environmental care following the hereunder listed following and behaviours.



CONSCIOUSNESS AND TRAINING

TANGERIN and all the companies of the Group will inform their employees, their suppliers and all the partners of every project or activity about their environmental policy, in compliance with the principles of this document.

INFRASTRUCTURES AND OPERATIONS

TANGERIN and all the companies of the Group develop, plan and manage their facilities and their production taking care of the environmental problems in order to minimize negative impacts on the environment.

TANGERIN and all the companies of the Group undertake for the construction, conversion and modernization and other building works by every facility to be made in compliance with local environmental rules and in harmony with the environmental circumstances.

USE OF ENERGY AND WATER

TANGERIN and all the companies of the Group control the usage of water, energy, oil, natural sources and other materials utilized for their internal processes, in order to optimize use and reduce waste. This includes heating, lighting, ventilation and air conditioning.

The administration and the employees in charge of packaging and transportation of the products adopt, when possible, a strategy for an "efficient use of energy", through careful planning, organization and grouping of the shipments.

EMISSIONS AND EFFLUENTS

The plants guarantee the strict appliance of legal environmental rules and of specific industrial regulations on the pollution control, installing adequate retention and filtering systems. The Plants monitor and control the emissions of greenhouse gases, the emission of ozone depletion substances, the discharges of waste waters and every other important emission due to the production process, in compliance with the local regulations and the best industrial practice.

RECYCLING OF WASTE

TANGERIN and all the companies of the Group control the separate collection and recycling of the waste, paying special attention to the handling of dangerous materials. When possible, the materials are recycled.

PRECAUTIONARY APPROACH

TANGERIN and all the companies of the Group endeavour to make all the necessary adjustments to the design, manufacturing and utilization of the products and services in compliance with the most recent scientific and technological developments, in order to prevent any negative impact on the health, safety and on the environment due to the production process or from the products themselves. Our goal is to launch on the market safe products, in compliance with the European Regulation.

TANGERIN and all the companies of the Group, together with the competent authorities, develop and maintain emergency plans, in every place where there are risks of danger.

SUPPLIERS AND OTHER PARTNERS

TANGERIN and all the companies of the Group encourage their suppliers to adhere to the principles listed in this Ethical Environmental Code and promote, where needed, the necessary improvements of their own procedures, in order to make them consistent with the Group ones. As this is an aspect of open dialogue with our partners, any potential concern or proposal for improvement concerning a responsible behaviour for the environment must be referred directly to the Direction.

APPLIANCE AND CONFORMITY



TANGERIN and all the companies of the Group expect that all involved, including the suppliers, inform their employees, their subcontractors, every person and all business contacts, of the principles of this Environmental Ethical Code, in order to guarantee the respect of these principles in their behaviour.

MONITORING, EVALUATION AND CONFORMITY

TANGERIN and all the companies of the Group evaluate regularly the compliance with this Code by their facilities. Every existing or potential difference between the running operations and the conditions indicated in this document must be evaluated and reported, together with appropriate resolution plans.

Every non-conformity in the materials, production processing, praxis and in business behaviours, can be anonymously reported to *compliance@tangerin.eu* on the basis of this document. Further the a.m. specialist will evaluate the problem and find suitable corrective action together with the management.

REGULAR UPDATES

This Environmental Ethical Code will be revised and updated in order to respond to the new issues created by an ethical and responsible management, every time a new problem is indicated.

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www.tangerin.eu