



MUTINA S.p.a.

CODE OF ETHICS AND CONDUCT





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1. ABOUT US

Mutina S.p.A. (hereinafter Mutina or the Company) comes from a two-fold intuition. The need to sublimate the essence of ceramics through highly tactile surfaces is certainly one of the cornerstones of the research and origins of the company. Calling on the most important designers to work with this material has sealed a magical pact, a perfect dialogue. With this fundamental step, in 2005 Mutina took a unique path aiming to challenge the rules of ceramics not only in terms of scale, texture and composition but also creativity and experimentation.

Mutina is a fine art project, developed with a team of different voices sharing a unique, common vision. The collaboration with Michael Anastassiades, Edward Barber and Jay Osgerby, Ronan and Erwan Bouroullec, Nathalie Du Pasquier, Konstantin Grcic, Hella Jongerius, Laboratorio Avallone, OEO Studio, Raw Edges, Inga Sempé, Patricia Urquiola, Vincent Van Duysen and TokuJin Yoshioka comes from relations based on friendship and mutual respect. This open dialogue, and the constant research to enhance ceramics, constitutes the origin of the language of Mutina, which has developed a strong, recognisable identity, thanks also to the undisputed high quality of the innovative yet balanced products that demand to be lived, felt and touched.

Sensitivity for form, the desire to innovate and the will to incorporate a wide variety of visual stimuli from modern life have been part of the Mutina world since its foundation, but in 2017 was crowned in Mutina for Art, the company's non-profit activity devoted to contemporary art, telling of the many connections between its own vision and today's creativity. This important step reflects the company's desire to structure and articulate its commitment to contemporary art, making it a source of influence, experience and especially a territory of exchange.

Mutina Manifesto

Urge for creativity
Vision and creation
Design and matter
Together in an infinite dialogue
Ethics and friendship
As imperative value
to build something powerful
Tireless innovation

Sensitivity and research
Awareness for what surrounds us
Because nature is our only future
Love for Art, Beauty, Purenness, Emotions
We want to get the deepest essence of things
subtract weight, release substance less fuss
Simplicity is the key to move straightforward
to a new future



2. THE COMPANY'S COMMITMENT TO SUSTAINABILITY

2.1. Purpose

To create beauty.

2.2. Values

The values presented below are the pillars of Mutina's corporate identity, underlining its presence in the market and showcasing its spirit inside and outside the organisation.

2.2.1. Prospects

Mutina is an authentic, honest business project rooted in the sincere passion of its founder for contemporary art and design. Its dedication is shown through the continuous research into products of the highest quality, global brand communication and the creation of significant relations that go beyond the conventional concept of the work place. Mutina stands out as a company with an identity focused on design, driven by the fundamental principles of trust, accountability and professionalism. Since its foundation, ceramic research and experimentation have been the basis on which Mutina plays with cross-contamination and dialogue with different worlds. Beauty and sustainability are focal. They are visions that translate into everyday actions to build a future driven by design and innovation.

2.2.2. Continuous improvement

In its continuous research into beauty and function, Mutina analyses its work constantly, identifying both its successes and the areas for improvement or that are not aligned to the set objectives. This process stands out for its active engagement and constant dialogue, aiming to learn from mistakes and perfect the areas that already seem satisfactory. Mutina reflects constantly on its actions, recognising that the corporate environment demands excellence in all sectors to maintain a competitive advantage. The approach differs significantly from the idea of sitting on its laurels; it is in fact based on the constant search for improvement, adaptations and self-assessments in order to progress constantly, never being content with the results achieved. Passion, research and humble dialogue aim to continuously pursue excellence.

2.2.3. Professionalism

Professionalism is naturally reflected in Mutina's distinctive approach, based firmly on setting the highest standards. This professionalism emerges through the skill, integrity, efficiency and precision demonstrated in the supply of products and provision of high-quality services.



Promoting professionalism, commitment and dedication, Mutina strives constantly to increase the efficiency and effectiveness of its actions, assuring the high perception of its brand. Attention to detail is not limited to product presentation but also features in its approach to managing the requests and needs of the stakeholders coming into contact with the brand.

2.2.4. Relations

The roots of Mutina's history lie in the dialogue with designers, who, embracing a whole new, experimental perspective, have chosen to explore ceramics to restore its most authentic essence. This history is also interwoven with the art world, which has always represented an intrinsic language and a fundamental benchmark. This relationship has since evolved into the Mutina for Art project. These relationships are a cornerstone for Mutina, and their duration over time have helped to assure the solid continuity of the company's business. These relationships go beyond mere interaction, and are based on sharing a passion for work, responsibility, mutual respect, a profound sense of duty and the constant search for improvement. Relations held not only with designers, but also with retailers, suppliers and customers who, over time, have continued to collaborate enthusiastically and choose Mutina. Whatever the form of collaboration, people are always of value, whether employees or external contractors. Every company project is the result of relationships built over time, demonstrating how essential they are for Mutina's growth and success.

2.2.5. Respect

Respect is the essential value of every human interaction. It is respect for ourselves, our colleagues and the stakeholders we come into contact with, and it is also respect for authentically shared corporate values. At Mutina, respect translates into the ability to understand the needs of every individual and adopt relations based on fairness, in both hierarchical relations and among peers. This element of respect plays a fundamental role in fostering constructive dialogue and personal and business growth. Mutina owes respect to the natural resources it uses and needs to create beauty.

2.3. Vision

Supporting a passion for beauty, promoting ceramic excellence through the creation of high-quality design products triggered by an alchemy of art, research and experimentation.



2.4. Mission

Mutina evolves through its constant dialogue with extraordinary designers, architects and artists. This powerful human exchange is built around the choice of sharing beauty, common values and passions, aiming to enhance the essence of ceramic materials with respect, responsibility and sustainable growth. This creative and human approach to design has a fundamental impact on all the projects implemented by the company: from ceramic coverings to cooperation on large architecture projects and even contemporary art exhibitions.

2.5. Compliance with international principles

At Mutina, we acknowledge the indispensable and universal principles contained in the following international declarations and charters:

- The Conventions of the International Labour Organisation on child labour, occupational health and safety, discrimination, equal pay and freedom of association;
- The OECD Guidelines for Multinational enterprises;
- The Principles of the United Nations Global Compact and related Sustainable Development Goals;
- The Guiding Principles of the United Nations on business and Human Rights;
- The United Nations Universal Declaration of Human Rights;
- The European Convention of Human Rights;
- The UN Convention on the Rights of the Child;
- The Convention on the Protection and Promotion of the Diversity of Cultural Expressions.

3. RECIPIENTS OF THE CODE OF ETHICS AND CONDUCT

The Code of Ethics and Conduct (hereinafter the Code) sets out the fundamental principles for managing Mutina's business activities and defines the obligations and responsibilities of all the persons and organisations that have direct or indirect relations with the company, whether on a permanent or temporary basis, and who work in the name of and on behalf of the Company.

The rules, principles and standards of conduct set forth in this code are therefore binding for all shareholders, directors, executives, employees, collaborators, suppliers and commercial partners, hereinafter referred to as Recipients.

This Code of Ethics and Conduct represents a guide for the everyday conduct of all Recipients and lays the foundation for trusting relations between Mutina and everyone with whom the Company holds relations. Mutina undertakes to disseminate the Code to all interested parties and to guarantee the correct interpretation of its contents.



The Company also strives to ensure the constant updating of the Code of Ethics and Conduct, in order to comply with the continuous regulatory developments and adopt the best corporate responsibility practices.

4. GENERAL PRINCIPLES OF CONDUCT

With the introduction of the Code of Ethics and Conduct, Mutina undertakes to firmly comply with the applicable international, Community, national and regional laws in all its activities, also working in compliance with the following principles:

- Lawfulness and honesty
- Respect and responsibility
- Dedication and continuous improvement
- Integrity and transparency

5. MUTINA'S MATERIAL PRINCIPLES

The criteria of conduct, guidelines and regulations to which Mutina's stakeholders are required to conform, aiming to comply with the general principles and prevent any potential unethical conduct, are listed below. Furthermore, the implementing mechanisms of the control system adopted to ensure compliance with the Code of Ethics and its continuous improvement are also described.

5.1. Ethical Business

5.1.1. Lawfulness, anti-corruption and anti-money laundering

The Company undertakes to pursue its objectives transparently, honestly, legally and responsibly, acting in full compliance with the rules, undersigned agreements and professional ethics. The conduct of the Recipients in the performance of their activities must be based on the criteria of lawfulness, cooperation and loyalty, refusing all forms of corruption and money laundering.

Mutina forbids the Recipients from offering or receiving bribes or any other form of unlawful payment with a view to influencing or obtaining preferential treatments from third parties, including public or private entities, customers, suppliers or commercial partners. The Recipients shall also abstain from receiving or accepting payments in cash in order to avoid the risk of being implicated in situations of money laundering related to criminal or unlawful activities.

It is also forbidden to exert any form of pressure on public officers, or any other person linked to or associated with public officers, in any form, and in any jurisdiction, including those in which such activities are permitted or not persecuted.



All the Company's commercial transactions shall be carried out transparently and in compliance with the laws and regulations in force, and all employees and collaborators are bound to report any corrupt conduct they become aware of.

5.1.2. Conflict of interest

The conduct and decisions made by all Recipients shall aim to promote and protect the interests of the Company, in order to prevent potential conflicts of interest and act with complete honesty.

Conflict of interest refers to the situation in which one of the Recipients pursues, for personal reasons or on behalf of third parties, objectives other than those they are bound to pursue in the fulfilment of their office. Potential causes of conflict of interest include direct or indirect participation, in Italy or abroad, in joint-stock companies or partnerships, which could occasionally be the customers, suppliers and/or service providers, or who hold any commercial, financial or equity relations with Mutina.

The Recipients are bound to report any situation, conduct or transaction which could conflict with the interests of Mutina, and it is fundamental that those who find themselves in a situation of conflict of interest openly declare their condition and abstain from taking any kind of decisions in relation to the conflict of interest.

5.1.3. Gifts

Offering or accepting bribes compromises the integrity of the company, undermining trust in its operations and compromising its honesty. Therefore, any form of payment, gift, advantage or benefit offered or received with the aim of obtaining or granting an unfair advantage shall be considered a serious breach of this Code of Ethics and could lead to disciplinary measures, including the possibility of termination of the employment relationship or commercial relations with the party concerned. Recipients who receive gifts or other forms of benefits not directly attributable to normal relations of courtesy or normal commercial practices are bound to refuse such gifts or benefits and inform their line manager.

5.1.4. Compliance with tax requirements

The Company recognises the importance of compliance with tax requirements and undertakes to strictly comply with all tax laws, regulations and obligations imposed in the countries in which it works.

All financial and accounting information must be recorded transparently, accurately and completely, truthfully reflecting the nature of the transactions and complying with the recognised international accounting rules. Attempts to elude, evade or manipulate tax regimes in order to obtain improper advantages or unduly reduce the tax due shall not be tolerated. It is forbidden to manipulate or intentionally alter documents and information in order to elude or mislead the tax authorities.



5.1.5. Transparent corporate accounting

The Recipients are bound to ensure the correct, accurate and complete recording of financial and accounting transactions in order to ensure an accurate and truthful representation of Mutina's financial position.

All financial documents, including financial statements, reports and declarations, shall be clear, truthful and comprehensible in order to accurately reflect the Company's economic situation, and shall be defined in full compliance with the laws, tax regulations and applicable accounting provisions.

The Company undertakes to ensure that all financial ledgers, accounting documents and transactions are kept in a safe and orderly manner and are accessible for the period of time required by law and by the regulations in force.

5.1.6. Confidentiality and privacy obligations

Mutina ensures the confidentiality of information in its possession, the protection of personal data and the compliance with the laws in force regarding the management of personal data and information.

The Recipients are bound to strictly comply with external privacy regulations (Italian Legislative Decree no. 196/2003 and Regulation EU N° 2016/679) and shall guarantee that the information acquired be used exclusively to perform the relevant activities, in full compliance with the laws in force on the protection of personal data. Under no circumstances is it permitted to use or disclose information of interest to the company or relating to the persons concerned beyond the operational purposes authorised by the management.

5.1.7. Laws on embargo and export control

Mutina undertakes to guarantee that its trade activities are conducted in compliance with the international laws in force on embargo and export control. It is forbidden for Recipients to undertake trade activities of any kind with countries, individuals, entities or organisations subject to international embargo, or supply goods or services to parties who may be involved in unlawful activities, or who may use those goods or services improperly or for unlawful purposes.

All exports must be done in full compliance with the export control laws of the countries involved. The Recipients are responsible for accurately checking the licenses, restrictions or authorisations required before proceeding with any exports.



5.1.8. Fair competition

In the conduct of its business activities, Mutina undertakes to ensure compliance with all antitrust and competition laws in the countries in which it operates. The Recipients are bound to abstain from any conduct, practices or agreements which may breach the antitrust regulations, and from the participation in agreements, whether explicit or implicit, which could distort the free functioning of the market or limit competition.

It is also forbidden to purchase or improperly use confidential or sensitive information concerning the competition, or to disclose, exchange or exploit information which could damage the competition or harm the legitimate interests of other companies. Information disclosed by Mutina shall be true and accurate, avoiding misleading practices or false statements which could damage the competition or unduly influence consumer decisions.

5.1.9. Environmental protection

Mutina recognises its responsibility in protecting the environment and undertakes to contribute, where possible, to its own development in harmony with the referred territorial context, abstaining from undertaking actions which could harm the environmental heritage.

The Company undertakes to raise awareness and strengthen the culture of environmental responsibility, raising awareness among its collaborators, employees, suppliers and commercial partners in relation to the environmental impacts of its activities.

Finally, Mutina undertakes to use natural resources in an aware and responsible manner, reducing waste and optimising the consumption of raw materials, water and energy, and requires that the Recipients strictly comply with the environmental laws and regulations in force, as well as all environmental protection measures.

5.2. Internal relations

5.2.1. The value of human resources

Mutina undertakes to protect the moral integrity of its employees and collaborators, ensuring the respect for human dignity and workers' rights, as well as compliance with the related laws in force. This Code is considered an integral part of each corporate assignment and each contract of employment, in order to base conduct on respect, cooperation and mutual collaboration.

During the work activity, all actions, operations, negotiations and conduct must be based on the principles of honesty, fairness, integrity clarity and mutual respect. The Recipients are required to act in good faith and with due diligence, complying with the laws in force and the internal procedures.



In the management of its labour relations and collaboration agreements, the Company undertakes to comply with workers' rights and to fully enhance their contributions with a view to fostering professional growth and development, guaranteeing adequate remuneration, coherent working hours, and combating child labour and worker exploitation. All employees are recruited with contracts of employment that comply with the Labour Laws, recognising their right to free association to trade unions or other workers' representation organisations.

5.2.2. Recruitment process

Recruitment practices are assured full impartiality, and are based solely on the skills, potential, experience, merit and attitude of the candidates as well as their ability to meet the requirements for the vacant position. In its recruitment process, Mutina undertakes to guaranteeing the same treatment, with an objective assessment of the candidates and impartiality and transparency in all phases of the process.

5.2.3. Child, forced and compulsory labour

Mutina recognises the value and importance of protecting the fundamental rights of persons, guaranteeing working conditions that respect human dignity. Therefore, the Company does not tolerate any form of child, forced and compulsory labour.

Both in its own operations and in Mutina's supply chain, all forms of forced or compulsory labour are forbidden; under no circumstances are children used in any work activity, while the company complies with all regulations concerning the minimum age for employment.

5.2.4. Professional growth

Mutina promotes a corporate culture that support lifelong learning, recognising the importance of professional training for individual and business success. The Company undertakes to regularly assess the training needs of individuals and to provide opportunities for developing the necessary skills.

5.2.5. Environment and well-being in the work place

Right from the start, Mutina has always adopted a simple yet fundamental rule, inspired by the motto launched by the US graphic designer Milton Glaser: "You can only work with people you like". In line with this principle, the Company aims to ensure a healthy, inclusive working environment, aiming to enhance its resources and the full respect for their rights. Therefore, Mutina undertakes to ensure equal, non-discriminatory treatment of all employees in relation to recruitment, training, remuneration, the allocation of benefits and the like, as well as promotions. All employment-related actions and decisions shall be based exclusively on considerations relating to corporate needs and the ability of the individual to effectively perform their work, without considering their origin, sexual orientation, religion, gender, age, political opinions, civil status or other personal characteristics.



5.2.6. Occupational health and safety

Mutina undertakes to consolidate and spread the culture of safety, developing awareness of risks and fostering responsible conduct by all Recipients, in order to protect their health, safety and physical integrity. Employees and collaborators of the Company have access at all times to healthy working environments and working conditions that respect human dignity, including working hours and rest period that comply with the laws in force.

The Company assures the continuous improvement of its occupational safety, defining specific procedures and suitable measures for preventing injuries and occupational diseases, guaranteeing full training and information on the safety standards in force to the Recipients.

5.2.7. Culture of respect and prevention of harassment

Mutina guarantees a respectful, safe and inclusive working environment for all employees and members of the Company. All employees, directors and collaborators are bound to treat colleagues with respect, dignity and courtesy, in order to ensure a working environment that is free of discrimination, harassment and all forms of abuse. Therefore, all forms of harassment, including sexual harassment, verbal, physical or psychological abuse and any violent or intimidating behaviour, including acts, comments or behaviour aiming to threaten or offend another individual, shall not be tolerated.

5.2.8. Company assets

The Recipients are directly and personally responsible for the tangible and intangible assets and resources put at their disposal, and are bound to guarantee their protection and conservation in compliance with the company procedures, avoiding any improper use or waste. Corporate documents shall be managed accurately, stored in compliance with the company policies and made available only to authorised persons.

Mutina recognises the value of its company assets, including not only material assets but also knowledge, know-how and strategic information. Every Recipient is therefore bound to treat scientific, production and commercial information with confidentiality, in order to protect Mutina's intellectual and industrial property rights. Finally, the Recipients are forbidden from stealing, unduly appropriating or carrying out fraudulent acts which could harm the company's or third-party assets.



5.3. External relations

5.3.1. Public institutions

Mutina undertakes to establish relations with local, national, Community and international Public Institutions based on integrity, transparency and compliance with the law. These relations shall be managed exclusively by the functions assigned and authorised by the Company, who shall work in full compliance with the principles and rules laid down in this Code of Ethics and Conduct and other internal protocols. These relations are based on full cooperation, integrity, independence and lawfulness, without in any way hindering institutional activities or adopting behaviour or actions which could be understood as attempts to influence the decisions of the Public Administration in order to obtain more favourable treatment or undue services or any other purpose.

All Recipients of this Code are obliged to ensure that any public funds, contributions, loans or subsidies received are used exclusively for the purpose for which they were granted, avoiding any improper use or breach of the regulations in force. Furthermore, it is strictly forbidden to provide false documents or documents containing misleading information, or to accept, promise or offer, directly or indirectly, undue cash, gifts, donations, goods, services or favours in relation to relations with Italian or foreign Public Officers or employees of Public Institutions, in order to promote or favour the interests of Mutina in the management of any relations with them.

5.3.2. Political organisations and trade unions

Mutina's relations with trade unions are based on full transparency, impartiality and compliance with the laws in force, constantly guaranteeing the reputation and integrity of the company. All Mutina employees have the right to free association with trade unions of their choice, without suffering discrimination or retaliation for this reason. Furthermore, the Company undertakes to comply with the regulations in force relating to trade union rights and to not undertake any actions which could hinder the exercise of the workers' trade union rights.

Mutina also undertakes to ensure full transparency and integrity in its relations with political organisations, in compliance with the laws and regulations in force. Corruption, bribes and any other forms of improper conduct in interactions with political organisations shall not be tolerated under any circumstances.

5.3.3. Corporate communication and information and media relations

The Company undertakes to guarantee that all external communication, in the form of documents, radio and television broadcasts, disclosures or orally, complies with the regulations and consistently with the policies, strategies and practices of professional conduct defined by Mutina. Relations with the mass media are held exclusively by specifically designated company functions, and are based on



the disclosure of complete, truthful and consistent information. It is strictly forbidden for Recipients to disclose false information or provide information to the mass media without the authorisation of the functions in charge.

5.3.4. Product quality

Mutina considers product quality to be a fundamental element of the long-term success of the company and for the trust and satisfaction of customers, and is therefore committed to ensuring that all products supplied comply with the highest quality, safety and reliability standards. All phases of the production process, from design to realisation, are subject to strict controls and control procedures in order to ensure that the products meet customer expectations and comply with the applicable regulations. Mutina also undertakes to maintain high levels of transparency in relation to the characteristics of the products and to use high-quality raw materials and components, respecting the environment and customer health.

5.3.5. Customer relations

Mutina aims to develop lasting relations with its customers, based on trust and mutual satisfaction, and therefore orients its conduct towards transparency, helpfulness, respect and courtesy, with a view to establishing highly professional and cooperative relations.

The company recognises the importance of listening carefully to the needs of its customers and to respect their opinions, and undertakes to provide clear, accurate and timely information on its products and services, ensuring that this is checked and approved by the internal functions in charge, in order to allow the customers to take informed decisions. In the event of complaints, the Company undertakes to manage the situation promptly, professionally and transparently, adopting all appropriate corrective measures.

Mutina intends to build relations based on transparency and honesty with its customers. Therefore, the contracts signed with customers must be as clear, simple and comprehensible as possible and shall comply with the regulations in force. Customer data are processed with full confidentiality and compliance with the privacy and data protection laws, in order to ensure the protection of their personal information.

5.3.6. Supplier Conduct

Aware of the strategic role played by the choice of Suppliers in the achievement of its corporate objectives and in the maintenance of its reputation and integrity, the Company intends to create partnerships based on compliance with ethical principles and aiming to create a respectful and sustainable commercial and production environment, to the advantage of all stakeholders.



Therefore, Mutina requests that its Suppliers work in accordance with the moral and ethical principles guiding the Company listed in this Code. In particular, Suppliers are required to comply with the following principles and provide evidence thereof when so requested by the Company:

– TRASPARENCY AND RESPONSIBILITY:

Suppliers shall act transparently and responsibly in all their commercial activities. They shall provide complete and accurate information concerning their products, services, prices and any other relevant information.

– LEGAL AND ETHICAL COMPLIANCE:

Suppliers shall comply with all applicable laws, regulations and standards in the countries where they work. They shall avoid situations of conflict of interest, fraudulent commercial practices, bribery and any other form of unethical behaviour.

– ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING:

Suppliers shall fight corruption in all forms and implement effective measures to prevent money laundering. They shall adopt strict policies and procedures to ensure compliance with the anti-corruption and anti-money laundering laws.

– WORKERS' RIGHTS:

Suppliers shall comply with workers' rights, including those relating to salaries and working hours in compliance with national and international laws. They shall guarantee a safe and healthy working environment for their employees and treat all workers with dignity and respect. Any form of child or forced labour and breaches of human rights generally shall not be tolerated.

– ENVIRONMENT AND SUSTAINABILITY:

Suppliers shall work to reduce the environmental impacts of their operations, adopting sustainable and responsible practices for the production, transport and disposal of their products.

– PRODUCT AND SERVICE QUALITY:

Suppliers shall supply products and services of the highest quality that meet the specific expectations of the Company. Suppliers shall be deemed responsible for any defects or problems affecting their products or services.

– CORPORATE SOCIAL RESPONSIBILITY:

The Company appreciates and favours Suppliers who demonstrate their commitment to corporate social responsibility. It is hoped that Suppliers are involved in their communities, particularly the local communities they impact and in which they work, aiming to improve social and environmental well-being.

– RESPECT FOR INTELLECTUAL PROPERTY:

Suppliers shall comply with intellectual property rights, including patents, trademarks and copyright. They shall not use information or intellectual property without the appropriate authorisation.



– DIVERSITY AND INCLUSION:

Suppliers shall demonstrate their commitment to inclusion in their recruitment policies and in the management of employees, guaranteeing an accessible and inclusive working environment.

Failure by Suppliers to comply with these principles of conduct may lead to the application of corrective actions, including the termination of any commercial or production relations.

6. MONITORING

6.1.1. Monitoring and reporting of breaches

Mutina considers it fundamental to encourage a culture of transparency and integrity, in which every individual feels comfortable about reporting worries or incorrect conduct, thus contributing to ensuring compliance with the corporate values and ethical standards. Therefore, the Company encourages Recipients to report any actual or potential breach of this Code of Ethics or in any case unlawful activities they become aware of. The company will carefully assess all reports received with the utmost diligence and attention, and shall take any necessary measures. All reports received shall be managed with confidentiality, in compliance with the laws in force, without prejudice to any legal obligations and the protection of the rights of the company and of any persons accused in bad faith. The anonymity of “whistleblowers” shall be guaranteed so that they are not subject to any form of pressure, interference, discrimination or retaliation.

6.1.2. Breaches of the Code and breach management

Maintaining commercial relations with Mutina is strictly related to the compliance with this Code of Ethics. If unlawful internal activities or internal breaches of this Code are reported, Mutina shall proceed to adopt appropriate disciplinary measures that are proportionate to the severity of the breaches and conforming to the provisions in force governing labour relations. Serious or repeated breaches may lead to the suspension or termination of the relationship between the Company and the persons responsible, again in compliance with the contractual provisions and laws in force. Mutina undertakes to treat all situations of non-conformity with the utmost seriousness, in order to preserve the integrity, ethics and sustainability of its commercial operations.

6.1.3. Updating the Code

This Code of Ethics shall be subject to periodic revisions and updates to ensure its compliance with the regulations and to adopt the best corporate social responsibility practices. The Recipients are bound to read the updates and adapt their working practices and conduct consequently. Stakeholders shall be promptly informed of the revisions and updates made, and the company shall provide regular training, with particular attention to internal stakeholders and, where possible, throughout the whole supply chain.





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