

Our history

For over a hundred years we have been producing fabrics for the clothing industry with an unmistakable soul and style. We put our heart into what we do and that is why we have managed to stand out over time not only for quality and innovation, but because to the renowned classicism of Biella fabrics we have been able to add the right amount of creativity, research and freshness that has gradually conquered the most prestigious brands of luxury fashion, both made in Italy and international.

We have achieved and we maintain these results thanks to strong roots and through shared ethical principles.

Our ethical principles

In Polto (Valdilana), in the heart of Valsessera and the Biella textile district, the ties, consolidated over the decades, with the local community and with the natural environment that surround us constitute our roots and represent the principles that inspire our behavior:

- we act with integrity and a sense of responsibility,
- we comply with laws and regulations,
- we respect the dignity and rights of each one,
- we respect the environment and nature,
- we use the company's assets and resources responsibly,
- we encourage sustainable development initiatives,
- we respect the principle of confidentiality in business relations.

Our commitment

The Management and all those in positions of responsibility are committed to take ownership and respect the ethical principles, to set an example, to disseminate them and to support their subordinates in their implementation, to listen and to collect doubts or dilemmas of an ethical nature.

Employees undertake to make their own and respect the ethical principles and to promptly report any doubts or dilemmas of an ethical nature to their superiors.

Our actions

- We avoid getting involved in situations that could become illegal or prove harmful
corruption, conflict of interest, embezzlement, ...
- We promote a professional, motivating and satisfying work environment for everyone
training, development, mobility and internal promotion opportunities, compliance with health, safety and environmental legislation, forced labour is prohibited.

- **We reject and combat child labour**
*we do not employ child labour,
if we become aware of the use of child labour by a supplier or a subcontractor, we will immediately terminate any cooperation with the company involved (undertaking, where appropriate, legal or complaint actions to the authorities).*
- We encourage freedom of expression, dialogue and the contribution of everyone.
- We do not tolerate any form of harassment, discrimination, intimidation, humiliating behavior
*of any nature (psychological, sexual, abuse of power - verbal, physical),
disciplinary sanctions apply.*
- We promote diversity, which is at the root of creativity and innovation, and equal opportunities and treatment.
- We facilitate well-being and work-life balance.
- We respect and protect the privacy of our employees.
- We use the company's assets responsibly, avoiding misuse and waste
*compliance with the instructions for use,
limited personal use and without negative effects on the job performance.*
- We also develop ethical awareness through appropriate training programs.
- We protect the confidentiality of business relationships by limiting the disclosure of information and by retaining and protecting confidential data.
- We make safe and quality products and provide transparent, reliable business information, based on principles of integrity and loyalty.
- We maintain fair business relations
*all forms of corruption are prohibited – zero tolerance,
including favoritism, soft payments and funding to any organization for the purpose of obtaining an advantage.*
- We carefully consider requests and offers of gifts, donations and sponsorships
*to avoid the risk of conflict of interest or corruption,
evidence of transparency and vigilance on motivations and legitimacy.*
- We avoid situations that put us in conflict of interest and immediately inform the hierarchy in case we are faced with such a risk
*e.g., influencing the choice of a supplier to promote one's own interests or that of one's family,
receive gifts or invitations that may influence personal judgment,
maintain inappropriate employment relationships with superiors/subordinates.*

- We counter any fraudulent action
counterfeiting, identity theft, falsified bank transfers, cyber-attacks, disciplinary sanctions apply.
- We strictly adhere to the principles and regulations of fair competition
to ensure quality products and services at fair prices.

Our suppliers and subcontractors

Our history and our business model have led us to establish relationships of collaboration and trust with our suppliers and our subcontractors and to share with them ethical values together with quality objectives, meant to last over time.

These companies are often located and operate in the same communities in which we also operate and for this reason they naturally share the same objectives of social and environmental responsibility.

The Ethical Code of Conduct represents an opportunity to formalize and strengthen ties with these companies, often small and family-run.

- We ask our suppliers and contractors to commit to respecting the same ethical principles that guide our behavior and we support them in aligning with these principles and in respecting ours and, if any, their Ethical Code of Conduct
promotional activities, awareness-raising and training activities.
- In choosing new suppliers and subcontractors, we favor and select those who undertake to respect the same ethical principles.

Our environment

The protection of the environment that surrounds us, in which we operate and live, and the conservation of natural resources, to keep them accessible to communities and future generations, guide our efforts to reduce the impact of our activities.

In this perspective and with the necessary programming, we intend to undertake a path of sustainability assessment that allows us to measure the results achieved and to aim for ambitious goals:

- *reduction of greenhouse gas emissions;*
- *reduction and reuse of waste, also through circularity initiatives and with the involvement of the supply chain;*
- *procurement of sustainable and traceable raw materials;*
- *phasing out hazardous chemicals.*

The ideal landing place for this path will be the creation of a Sustainability Report, a fundamental tool for communication and strategic planning, which describes the results obtained and future improvement objectives.

Our community

The community in which our company operates represents the real added value of our business and we put in place every energy to ensure its well-being and prosperity.

For this reason, we are committed to projects for the economic and social development of the local community:

- *Biellezza Foundation, for the development of the territory and to improve the quality of life of the residents;*
- *FAI: Corporate Golden Donor, a concrete gesture for social cohesion and economic development.*

As a socially responsible company, we comply with international tax laws and standards in the countries in which we operate and pay the taxes and duties due.

How are wrongdoings reported?

Each employee or collaborator of the company, at any time he/she becomes aware of an offense or a violation of this Ethical Code of Conducts, whether it is obvious or even just suspected, has the right and duty to contact the level of hierarchy that he/she deems most appropriate or with respect to which he/she feels most comfortable, to report the situation and provide all the information in his/her possession that allows a precise identification of the problem and a rapid intervention by those who have the responsibility to act.

The report must be made in good faith and in a disinterested manner.

The identity of the person making the reports and the information communicated are protected by strict confidentiality.

Anyone who retaliates or reprisals against the whistleblower will be subject to disciplinary sanctions.

Examples of situations that require reporting:

- *a criminal act or a criminal offence,*
- *a clear and serious violation of the law or regulations,*
- *a behavior or situations contrary to the Company's Ethical Code of Conduct,*
- *a threat or serious harm to the public interest.*