

CODE OF ETHICS

PREMISE

Mucci Giovanni S.r.l. is a story of family, tradition and craftsmanship. We have been producing confetti from the highest quality ingredients in Andria (in Southern Italy) since 1894.

We have consistently focused our attention on the needs of our territory, while maintaining a strong interest in international markets.

Sophisticated combinations, entrepreneurial creativity and professional honesty are the basic ingredients of everything Mucci creates. While we are constantly advancing our business, this value remains unchanged.

Our mission at Mucci is to satisfy our clients by offering them excellent products and variety.

Everyone working at Mucci Giovanni is driven by passion. Not only for their work, but also in everyday relations between people.

All of Mucci's employees are proud to work in a calm and welcoming environment, where everyone feels they belong to a family.

OUR ETHICAL VISION

Mucci Giovanni S.r.l. is present in Italy and other countries. We consider this the best way to generate opportunities for economic growth and stability.

Familiar with the challenges of different markets, Mucci also has a clear idea of the needs of the various actors directly or indirectly involved with us. We recognise the values and respect the rights of each and every one of these people.

Mucci Giovanni S.r.l. has formally adopted this Code of Ethics to define and put into practice values that we recognise, accept, share and consider fundamental to the proper functioning, credibility and reputation of the Company.

We ensure that our Code of Ethics is respected through constant actions of prevention and control. All conduct and operations are verified and corrected, in a timely manner, when necessary.

The Code of Ethics is an integral part of our Organisation, Management and Control Model adopted in accordance with Italian Legislative Decree n. 231/2001. The Code is published on our official website.

GENERAL ETHICAL PRINCIPLES

THE VALUE OF PEOPLE

At Mucci Giovanni People are the heart of our Business.

Work is intended as the expression of human value that improves the life of employees by valorising and rediscovering the beauty of craftsmanship.

Listening and dialogue are at the heart of the relationship between the company and its collaborators. Our intention is to promote serenity, without ignoring the professionalism demanded of the workplace environment.

Mucci promotes a positive and stimulating workplace environment, in which everyone can develop and expand their abilities and skills and expect to be compensated based on a policy of meritocracy.

HUMAN RIGHTS

In all of its activities Mucci commits to respecting human rights and condemns any and all situations that abuse these rights and fail to respect people's physical and cultural integrity.

LEGALITY

In all of its activities, Mucci respects all laws and regulations applicable in the territories in which it operates.

Employees, collaborators, suppliers, clients and all other actors involved with Mucci Giovanni commit to respecting this same principle.

HONESTY AND TRANSPARENCY

Every operation and transaction with the company's stakeholders is correctly recorded, authorised and verifiable in accordance with applicable regulations and internal procedures.

Mucci dissociates itself from any practices of corruption and from behaviour that does not reflect correct and loyal business practice.

HEALTH AND SAFETY

The health of our collaborators is fundamental at Mucci, a company that considers the physical wellbeing of its employees to be a primary value. The company guarantees safe and healthy working environments that respect all applicable legislation.

PROTECTING THE ENVIRONMENT

Ecological sustainability is a very important question at Mucci Giovanni. The company is committed to protecting the environment through activities designed to heighten respect for the principle of sustainable development.

PRINCIPLES OF CONDUCT

RELATIONS WITH INSTITUTIONS, ASSOCIATIONS AND LOCAL COMMUNITIES

Mucci is attentive toward local communities and their activities. The company remains open to constant dialogue with the Institutions and organisations with which it interacts, maintaining relations based on transparency, correctness and loyal collaboration. All inspiring principles at Mucci.

RELATIONS WITH CLIENTS

Relations with clients are regulated by principles of legality, correctness, transparency and professionalism. Maximum client satisfaction is a fundamental objective for Mucci. We learn from these experiences and provide products of the highest quality, respecting all regulations governing competitiveness. All of our communications clearly speak about what we produce and how we do it in the most truthful manner, providing a clear and complete description of the company.

RELATIONS WITH SUPPLIERS AND EXTERNAL COLLABORATORS

External suppliers and collaborators are evaluated based on parameters that reflect the quality of the goods and/or services they provide, business ethics and, of no lesser importance, respect for competitors.

All relations with external suppliers and collaborators (including consultants and agents) are properly formalised and documented.

The price of all goods and services provided is correct and commensurate with the object of all contracts.

All external suppliers and collaborators who deal with Mucci Giovanni S.r.l. and maintain commercial relations with the company base their operations on the principles contained in the Mucci Code of Ethics. They respect all contractual conditions, satisfying the needs of Mucci and its clients and guaranteeing elevated standards of quality, delivery times and costs based on agreements.

RELATIONS WITH HUMAN RESOURCES

At Mucci Giovanni people are the heart of our business. We exalt the value, skills and professionalism of each and every person who works with us. Mucci Giovanni condemns any form of illegal employment, discrimination, abuse and/or exploitation.

All decisions relative to human resources are taken in accordance with criteria of merit and competence, without showing any form of favouritism.

Mucci guarantees the freedom of association of its employees and recognises the right to collective contractualisation.

WORKPLACE HEALTH & SAFETY

The health and safety of all employees is important at Mucci Giovanni S.r.l.. The company promotes and spreads a culture of workplace safety applying the following fundamental principles and criteria that serve as the foundation for all decisions in this area:

- eliminating risks and, when this is not possible, reducing them to a minimum based on knowledge acquired through technological progress;
- evaluating all risks that cannot be eliminated;
- reducing risks at their root source;
- respecting the principles of ergonomics and healthiness in the workplace, in the organisation of work, in the conception of workstations and the choice of equipment, in the definition of methods of work and production, in particular to reduce the impact on health of monotonous and repetitive processes;
- substituting anything dangerous with something either not or less dangerous;
- programming measures considered opportune for guaranteeing improvements over time in levels of safety, also through the adoption of codes of conduct and best practices;

- preferring measures of collective protection to measures of individual protection;
- providing proper instructions to all workers;
- adopting measures for the management of causes of work-related stress in order to prevent, or at least reduce the impact this risk can have on workers and the company, also in terms of productivity.

Mucci adopts all necessary measures to ensure the safety and protect the health of its workers. The company constantly provides information and training to its employees, operates a suitable organisational system and allocates the necessary resources for these activities.

PROTECTING PRIVACY

All operations at Mucci Giovanni S.r.l. fully respect the right to privacy and all applicable legislation in this field.

The company acquires and processes only personal data necessary and directly connected with its functions, conserving this data in a manner that prevents third parties from coming to know this information. The company communicates and distributes this information exclusively in conformity with internal procedures or when authorised to do so by the person delegated.

The Company provides its employees, collaborators and third parties with a complete and up-to-date informative note on how it processes data acquired as part of its activities. Interested parties are asked to provide their informed consensus, if necessary, solely for the purpose for which the data are collected.

RELATIONS WITH THE PUBLIC ADMINISTRATION

Relations with the Public Administration, including supervisory public authorities, are reserved exclusively to staff delegated and authorised to maintain these relations.

All relations are characterised by maximum transparency, correctness, completeness and traceability.

Mucci refuses to:

- improperly obtain financial contributions, grants or financing conceded or issued by the Public Administration by utilising or presenting false or mendacious documents or omitting to provide required information;
- utilise public contributions, grants or funding for purposes other than those for which it is provided;
- employ falseness or sly behaviour to procure any other form of profit from the Public Administration;
- entertain relations with anyone asked to provide declarations during penal proceedings in which the Company may be involved.

HOW THE CODE IS APPLIED

ADOPTION AND DIFFUSION

Mucci Giovanni S.r.l. is responsible for the adoption and modification of the Code of Ethics.

The present Code of Ethics is provided to all employees. Anyone who entertains relations with Mucci is placed in a condition to familiarise themselves with the content of the Code.

AREAS OF APPLICATION

The principles of the Code apply to anyone who works with Mucci: administrators, auditors, management, employees, collaborators, suppliers and clients.

SUPERVISION

The Supervisory Body, instituted in accordance with Legislative Decree 231/01, is responsible for promoting and supervising the respect of the content of the Code of Ethics.

In particular, the Supervisory Body:

- promotes the emanation of procedures to implement the Code;
- proposes eventual updates to the Code;
- verifies the truth of any eventual violation of the Code and presents management with the results of these verifications to ensure that opportune measures are adopted.

VIOLATIONS

Respect for company rules and procedures, as well as the content of the Code of Ethics, constitutes an essential part of the contractual obligations assumed by anyone working with Mucci Giovanni S.r.l..

Any violation of the content of the Code of Ethics committed by administrators, partners, employees or collaborators, in general, will be considered a violation of a relationship of trust. For this reason, violations may be considered failure to comply with one's primary legal obligations to the Company, giving rise to the faculty to adopt suitable measures, either foreseen or permitted by law, pursuant to the content of the General Section of the Organisational Model.

The subject responsible for supervising and monitoring the respect of all prescriptions contained in the Code of Ethics is the Supervisory Body, instituted in accordance with Legislative Decree n. 231/2001.