



SERIART G2 srl

Località Taccoli 115
62027 San Severino Marche (MC)
P.IVA 00266390434

CORPORATE CODE OF ETHICS

Rev.	Description	Approval	Date
00	1 st issuance	BD	04.01.2025



SERIART G2 s.r.l.



INDEX

1. Introduction
2. Preliminary Provisions
 - 2.1 Definitions
 - 2.2 Seriart G2 Activities



FUNDAMENTAL VALUES OF SERIART G2

- 2.3 Scope and Effectiveness of the Code
- 2.4 Effectiveness of this Code for Employees, Collaborators, Managers and Corporate Representatives
- 2.5 Effectiveness of this Code for Third Parties
3. Ethical Principles
 - 3.1 Legality
 - 3.2 Integrity
 - 3.3 Dignity and Equality
 - 3.4 Business Ethics
 - 3.5 Professionalism and Team spirit
4. External Relations
 - 4.1 Gifts, Benefits or other Utilities
 - 4.2 Relations with Customers, Suppliers, Consultants, Collaborators, Agents and Business partners
 - 4.3 Relations with Public Administration, Institutions and Public Officials
 - 4.4 Relations with Political and Trade Union Organizations
 - 4.5 Competition
 - 4.6 Fight against corruption
5. Human Resources
6. Conflicts of interest
7. Accounting and Internal Controls
 - 7.1 Traceability of activities performed
 - 7.2 Transparency and Completeness of information
 - 7.3 Management of Extraordinary transactions
 - 7.4 Corporate communications and accounting records
 - 7.5 Internal controls
8. Corporate policies
 - 8.1 Environmental protection
 - 8.2 Workplace health and safety protection
 - 8.3 Protection of intellectual and industrial property
9. Information and confidentiality
 - 9.1 Confidential and privileged information
 - 9.2 Personal data protection
 - 9.3 Confidentiality
10. Implementation rules
 - 10.1 Communication and review of the code
 - 10.2 Sanctioning system
 - 10.3 Entry into force



SERIART G2 s.r.l.



1. Introduction

This Code expresses the "ethical principles," understood as the set of values, principles, and rules of conduct that govern the business operations and activities of Seriant G2 S.r.l. (hereinafter also referred to as the "Company" or "Seriant G2"). These principles apply to corporate representatives, employees, and collaborators, including shareholders, directors, and employees in all capacities.

The Company firmly believes that ethics in business operations are essential for its success, an instrument for promoting its image, and a fundamental corporate asset. For this reason, Seriant G2 has chosen to adopt its own Code of Ethics, in line with the principles of fairness, loyalty, and honesty already shared by the company. This Code aims to regulate, through behavioural norms, the company's activities. A business adopts ethical behaviour when it fully complies with current legal provisions and embraces the social values underlying our civilization. It establishes fair relationships with all stakeholders and plays a positive role in the social and economic context in which it operates.

In daily actions and decision-making, everyone must always remember that not only the interests, rights, and duties of Seriant G2 are at stake but also those of internal and external stakeholders.

This Code is binding for the Company and all its corporate representatives, employees, and collaborators.

Seriant G2 expects all its main stakeholders (such as key suppliers and customers) to adhere to the general principles of this Code within their independent operations and, in particular, in their relations with Seriant G2, while respecting religious, cultural, and social specificities.

To protect its image and safeguard its resources, the Company will not engage in any relationships with parties that do not intend to operate in strict compliance with current legislation and/or refuse to adhere to the ethical principles and behavioural rules established in this Code.

For the effectiveness and mandatory nature of the Code of Ethics, it will be published on the Company's website (www.seriantg2.com).

2. Preliminary Provisions

2.1 Definitions

In this Code, the following terms shall have the meanings specified below:

"Code": This Code and any annexes, as integrated from time to time.

"Recipients": Those to whom the provisions of this Code apply, including shareholders, directors, employees, managers, collaborators (e.g., consultants, agents), suppliers, and customers.

"Employees": Individuals employed under a subordinate employment relationship with the Company, including fixed-term and part-time workers.

"Corporate Representatives": The CEO, members of the Board of Directors, and any other individuals in senior positions with representation, administration, or management functions.

"Managers": Individuals responsible for one or more company sectors in accordance with the Company's organizational chart.

2.2 Seriant G2 Activities

Seriant G2 was founded in 1977 as an industrial screen-printing company. Today, thanks to continuous research and the support of advanced screen and digital printing technologies, Seriant G2 has become a specialist in creating 3D logos and emblems.

The company collaborates with prestigious brands and major industrial groups, primarily in the fashion, automotive, and electronics sectors.

Its commitment to the highest quality standards and ability to tackle new challenges has allowed it to expand into diverse industries over time.



SERIART G2 s.r.l.



Choosing Seriart G2 means relying on specialists with extensive and structured experience in the sector, who understand market demands. Each project, from co-design with the customer to logo printing, activates a production process that employs cutting-edge technologies and involves a team of professionals.



FUNDAMENTAL VALUES OF SERIART G2

Seriart G2 places people at the centre, recognizing their essential contribution to business growth while ensuring the protection of fundamental rights, talent development, and equal treatment. Trust is a key element in its history, involving investors, employees, and customers. The company avoids conflicts of interest and fosters a fair and meritocratic work environment.

Deeply connected to the local community, Seriart G2 collaborates with institutions, schools, and associations to promote economic, social, and cultural development in the region.

2.3 Scope and Effectiveness of the Code

The Seriart G2 Code of Ethics applies to all recipients, including employees, collaborators, customers, and suppliers, in compliance with current regulations and applicable contracts. Its provisions must be followed in alignment with the law and company procedures.

2.4 Effectiveness of this Code for Employees, Collaborators, Managers, and Corporate Representatives

Administrators must know and respect the Code, setting an example for collaborators. Employees and collaborators are required to observe its principles as part of their contractual obligations. Violations may constitute breaches or disciplinary offenses, with potential legal and compensatory consequences.

Managers must enforce and comply with the Code, acting as role models for their teams and ensuring adherence to its principles. All recipients must follow the Code in both internal and external interactions.

2.5 Effectiveness of this Code for Third Parties

Any recipient who interacts with third parties in the course of their duties must:

- Inform third parties of the obligations set forth in the Code, where necessary.
- Require compliance with the Code's obligations that directly relate to their activities. The Company promotes adherence to the fundamental principles of this Code by incorporating specific contractual clauses obligating third parties to observe the Code's provisions within their activities and organization.

3. Ethical Principles

3.1 Legality

All activities of the Company must comply with the laws and regulations of the countries in which it operates. Recipients are required to be aware of and apply the rules relevant to their role.

3.2 Integrity

Functions must be performed with transparency, honesty, and good faith.

3.3 Dignity and Equality

The Company safeguards the dignity, privacy, and rights of every individual, promoting an inclusive environment and prohibiting discrimination or harassment. Authority must be exercised with fairness and respect.



SERIART G2 s.r.l.



3.4 Business Ethics

Business activities follow principles of efficiency and fair competition, avoiding collusive or abusive practices.

3.5 Professionalism and Spirit of Collaboration

Each Recipient must operate with competence and responsibility, continuously updating their skills and fostering cooperation among colleagues to achieve corporate objectives.

4. External Relations

Before establishing relationships with third parties, the Company analyses their reputation and associated risks, including corruption risks.

4.1 Donations, Benefits, or Other Utilities

It is forbidden to offer or accept gifts that may influence business decisions, except for those of modest value related to normal courtesy relationships. Donations and sponsorships are allowed only if they do not provide undue advantages.

4.2 Relations with Customers, Suppliers, Consultants, Collaborators, Agents, and Business Partners

Business relationships are based on trust, quality, and transparency. The selection of suppliers and collaborators is carried out according to objective and legitimate criteria.

4.3 Relations with Public Administration, Institutions, and Public Officials

Relations must be conducted in compliance with legality, integrity, and transparency. Any form of corruption or favouritism is strictly prohibited.

4.4 Relations with Political and Trade Union Organizations

Contacts must respect impartiality and independence. Funding political parties is prohibited.

4.5 Competition

The Company complies with antitrust regulations and promotes a fair market, avoiding unfair or defamatory practices.

4.6 Fight Against Corruption

Measures are adopted to prevent public and private corruption, in line with principles of legality and transparency.

5. Human Resources

Seriart G2 selects and manages personnel based on merit, skills, and potential, fostering professional growth through training and development programs. Employees must report any training needs to enhance corporate initiatives.

Workplace safety is a priority: everyone must strictly follow prevention measures to avoid risks and injuries. Any form of harassment or bullying, including intimidation or abuse of authority, is prohibited. Additionally, favouritism in career advancements and retaliatory actions against those who report misconduct are strictly forbidden.



SERIART G2 s.r.l.



6. Conflicts of Interest

In conducting any activity, the Company operates to avoid situations of actual or potential conflicts of interest.

Recipients must pursue the general objectives and interests of the Company in their collaboration.

Each Recipient is required to promptly and thoroughly inform, in accordance with the procedures established by the "Company's Organizational Model," any conflicts of interest with the Company and/or its controlled and/or affiliated entities, as well as any other situations where significant convenience reasons apply.

The regulations on conflicts of interest for members of the governing and supervisory bodies, as required by law, remain unaffected.

7. Accounting and Internal Controls

7.1 Traceability of Activities Performed

All operations must be documented clearly and comprehensively to allow verification at any time.

7.2 Transparency and Completeness of Information

The information disseminated by the Company must be truthful, transparent, and comprehensible. Compliance with tax and fiscal regulations is ensured to prevent any violations.

7.3 Management of Extraordinary Operations

Administrators and managers must act with fairness and transparency in handling extraordinary operations (mergers, profit distributions, capital transactions, etc.), ensuring the accuracy and clarity of the information provided.

7.4 Corporate Communications and Accounting Records

Accounting must adhere to principles of truthfulness, completeness, and accuracy, with proper documentation for each transaction. The financial statements must clearly reflect the Company's economic and financial situation.

7.5 Internal Controls

An internal control system ensures the proper functioning of the Company. Each Recipient is responsible for its correct application within their area of competence.

8. Corporate Policies

8.1 Environmental Protection

The Company is committed to environmental protection, ensuring the compatibility of economic activities with sustainability. This includes monitoring environmental impact, efficiently using natural resources, and engaging workers in ecological awareness initiatives.

8.2 Health and Safety in the Workplace

A safe and healthy work environment is ensured through investments in equipment and training, risk reduction, and worker involvement in decision-making processes. Compliance with safety regulations is mandatory for everyone.

8.3 Protection of Intellectual and Industrial Property

The Company safeguards its assets, including patents, trademarks, trade secrets, and know-how, ensuring the confidentiality of internal information and respecting third-party rights.



SERIART G2 s.r.l.



9. Information and Confidentiality

9.1 Confidential and Privileged Information

Recipients must maintain the utmost confidentiality regarding sensitive information, sharing it only for work-related needs with individuals bound by secrecy. The personal use of non-public information and the dissemination of false news are prohibited. The obligation of confidentiality continues even after the termination of the relationship with the Company.

9.2 Protection of Personal Data

The processing of personal data is allowed only by authorized personnel, in compliance with applicable regulations and internal procedures.

9.3 Confidentiality

All information acquired by Recipients in the workplace belongs to the Company and must be used exclusively for professional purposes. The Company ensures confidentiality protection in accordance with legal requirements, including privacy regulations.

10. Implementation Rules

10.1 Communication and Review of the Code

The Company disseminates, clarifies, and verifies compliance with the Code, updating it as needed. Confidential channels are provided for reporting violations, ensuring whistleblower protection from retaliation. Code revisions are approved by the Board of Directors, considering stakeholder contributions.

10.2 Sanctioning System

Violations of the Code are sanctioned impartially, up to termination of employment in the most serious cases. The obligation to comply extends to suppliers, agents, and clients, with potential contractual consequences in case of non-compliance.

10.3 Entry into Force

This Code and its subsequent amendments and additions are adopted by the Company's Board of Directors, taking effect upon the registration of the related resolutions in the Board meeting minutes.



SERIART G2 s.r.l.