

CODE OF CONDUCT



1. GENERAL PRINCIPLES, LAWS AND LEGAL REGULATIONS

As a general rule, we comply with and observe laws and legal regulations. We also observe all of the laws, regulations and standards we are familiar in the countries in which we are active.

2. TERMS OF EMPLOYMENT

All employees should have a written employment agreement in accordance with wooden manufacturers industry job contract.

Salaries should be paid on a regular basis and on time.

Minimum pay should reach the minimum statutory level standard.

Working hours shall follow industry standards and may not be unreasonable.

Overtime shall be voluntary.

Employees shall have at least one day off per week.

The employer shall ensure that the employees have breaks during the working day.

Any other condition should be in accordance with national law and wooden manufacturers industry job contract.

3. SOCIAL RESPONSIBILITY PRINCIPLES

a) Human rights, compulsory labour, child labour

Domingo respects and supports the observation of internationally recognised human rights.

Domingo rejects any form of compulsory labour.

Domingo observes the conventions of the United Nations on human rights and children's rights. Domingo is especially committed to observing the minimum age convention for employment (convention 138 of the International Labour Organisation) and the convention on the prohibition and immediate action for the elimination of the worst forms of child labour (convention 182 of the International Labour Organisation).

d) Anti-discrimination

Domingo respects the personal dignity, privacy and personal rights of all individuals. We do not tolerate discrimination based on age, gender, sexual identity, race, religion or disabilities. Personal or sexual harassment and abusive language are prohibited. It is strictly forbidden to apply violence or to threaten the use of violence or physical punishment.

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e) Protection of employees

All employees are protected by standards that concern health and safety in the workplace. National law and international conventions as well as internal corporate agreements with the employee representative organisations are applicable. They are open to all employees. Domingo supports the continuous improvement of the world of work.

f) Freedom of association

Domingo respects the right of its employees regarding freedom of association within the framework of the applicable rights and laws.

Filippo Antonelli
General Manager

A handwritten signature in black ink, appearing to read 'F. Antonelli', written over a light grey rectangular background.