

# VALENTINO

## SUPPLIERS CODE OF CONDUCT

Valentino S.p.A.



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# 1 INTRODUCTION

In accordance with its corporate culture, Valentino is committed to adopting a responsible approach with the aim of generating a positive impact on the environment and on people.

The aim of integrating sustainability into the corporate vision stems from the values of respect, integrity and empathy that have always distinguished the Brand and form the basis of the relationships promoted by the company throughout the entire value chain.

The definition of sustainability is complex and is constantly evolving. For the purposes of this document, the term is used in reference to the UN Global Compact, which defines supply chain sustainability as the management of social, environmental and economic impacts, and the fostering of good governance practices throughout the entire product life cycle<sup>1</sup>. The responsible management of procurement processes throughout the Valentino supply chain thus implies the promotion and stimulation of socially and environmentally responsible behaviours and practices by its Suppliers.

Defining a Code of Conduct for Suppliers means not only being engaged in managing sustainability issues affecting the supply chain, but also initiating a process of risk assessment and management.

This document illustrates in full the principles contained in the Valentino Code of Ethics available in the Corporate Information section of the [valentino.com](http://valentino.com) website ([Code of Ethics](#)) and constitutes its operational application with specific reference to the Valentino supply chain.

## 1.1 SCOPE OF APPLICATION

This Suppliers Code of Conduct (hereinafter also the “Code”) applies to all Suppliers of Valentino S.p.A. and its subsidiaries (hereinafter also “Valentino”), i.e. all entities that supply goods and/or services forming part of the Valentino supply chain (hereinafter also the “Suppliers”), including IT services, general services, indirect purchases, processing services, etc..

Acting in accordance with this Code means respecting and complying with national and international laws and industry standards; it may not, in any way, involve violations of the regulations in force in the countries where the Group operates. If there are any discrepancies between the contents of the Code and the local regulations, Suppliers are invited to apply the more stringent rule.

Suppliers must ensure the provisions of this Code are respected by Employees, Independent Contractors and Sub-Suppliers<sup>2</sup>, insofar as they are involved in the supply chain of goods and/or services for Valentino, giving Valentino adequate notice thereof.

In this respect, Valentino’s Suppliers are required to notify in advance the list of potential Sub-Suppliers for Valentino’s approval.

To confirm their acceptance, the recipients are required to sign the Acceptance Form herein, alternatively, if instructed by Valentino, to sign a specific contractual clause.

## 2 ETHICAL WORK AND HUMAN RIGHTS

Valentino recognises the fundamental and indispensable value of respect for human rights by all those involved in its supply chain. For this reason, its Suppliers shall also observe high standards and comply with the applicable laws on respect for human rights and occupational health and safety, encouraging ethical practices, people development and improved working conditions, while condemning all forms of discrimination, modern slavery, child labour, and exploitation.

1. United Nations Global Compact – Supply Chain Sustainability: A Practical Guide for Continuous Improvement, Second Edition

2. Sub-Supplier means the product and/or service company instructed by the direct Supplier to contribute to the production of products and/or services entrusted to it by Valentino

## 2.1 HUMAN RIGHTS

Suppliers are required to conduct their activities with respect for human rights at all times, including workers' rights, as expressed in the Universal Declaration of Human Rights and the Conventions of the International Labour Organisation (ILO), as well as the applicable legal provisions.

Without prejudice to the essential minimum responsibility not to violate the rights of others, Suppliers are called upon to promote and support the improvement of the conditions of their Employees<sup>3</sup>. This commitment must be adjusted to the size, nature and context of the activities, as well as the severity of the risk of negative impacts on human rights.

Overall, Suppliers are required to comply scrupulously with local regulations, international laws and the regulations laid down by the International Labour Organisation (ILO).

## 2.2 CHILD LABOUR

It is strictly forbidden for Suppliers to use any form of child labour.

More specifically, no child may work in the name and/or on behalf of the Suppliers unless they have completed the period of compulsory education and have reached the minimum age for admission to employment, as stipulated in the ILO Fundamental Conventions<sup>4</sup>, without prejudice to the provisions of the laws and regulations in force in the relevant country.

The type of work, tasks and working conditions of Employees under the age of 18 ("Young Workers") must comply with the law and must not in any way pose a danger to the physical, mental, moral and social health and safety of Young Workers<sup>5</sup>.

Children under 18 years of age must not work overtime and/or at night, and must not be exposed to dangerous activities or activities that could compromise their safety and moral integrity.

Suppliers may promote the employment and professional development of young people through training programmes, such as apprenticeships and traineeships, provided that these are lawful and are managed in accordance with applicable regulations.

## 2.3 ILLEGAL LABOUR AND EXPLOITATION

In relationships with workers, and regardless of the type of contract held by the worker, Suppliers are required to comply scrupulously with applicable legal regulations, and to avoid using and taking advantage of any form of illegal, forced<sup>6</sup>, abusive or exploitative form of work, modern slavery<sup>7</sup>, or human trafficking. Suppliers must also refrain from employing workers not having proper residence permits, as well as visas or work permits required in the countries in which the services are performed.

With regard to Migrant Workers<sup>8</sup>, Suppliers and their Sub-Suppliers ensure that they are not discriminated against and benefit from adequate protection under the applicable labour laws. More specifically, Suppliers must guarantee access to adequate health and social protection benefits and worker representation, pay workers regularly and promptly and, if applicable, provide adequate accommodation, informing Valentino thereof.

3. Employee means any person who, irrespective of the type of contract or role (including, without limitation: office or production staff, project workers, foreign workers, remote workers, part-time workers, temporary and/or seasonal workers, trainees and/or apprentices and/or interns) contributes to the business activities

4. In accordance with ILO Convention No. 138 on Minimum Age for Employment

5. In accordance with ILO Convention No. 182 on the Worst Forms of Child Labour

6. In accordance with ILO Convention No. 105 on the Abolition of Forced Labour and Convention No. 29 on Forced Labour

7. In compliance with the UK "Modern Slavery Act 2015"

8. In accordance with ILO Convention No. 97 on Migration for Employment

All workers have the right to accept or to leave their jobs. It is forbidden to restrict the freedom of movement of workers, to withhold original copies of their documents, or to demand payments by way of deposits or security as a condition of employment.

## 2.4 DISCRIMINATION, ABUSE AND HARASSMENT

Suppliers undertake to eliminate any form of discrimination or preferential treatment based on age, racial and ethnic origin, nationality, political and trade union opinions, religious beliefs, gender, sexual orientation, gender identity, physical and mental disabilities and any other personal characteristic not related to employment<sup>9</sup>.

Suppliers are required to promote equal pay between male and female workers for comparable roles<sup>10</sup> and to ensure that their Employees have access to employment, training, maternity/paternity leave without applying any form of discrimination. To this end, Suppliers are therefore required and encouraged to adopt policies aimed at fostering gender equity in the recruitment, promotion, training and remuneration procedures and practices of their Employees and to promote diversity and inclusivity actively within their organisation, monitoring the progress made in these areas and providing training on specific gender issues in compliance with all applicable regulations.

Suppliers are required to treat their Employees with fairness, respect and dignity, refraining from any conduct that may constitute forms of physical, verbal, psychological, sexual<sup>11</sup> or other abuse, as well as any form of intimidation. Suppliers promote the reporting of such cases by providing their Employees with a system for reporting circumstances of discrimination, so as to ensure such situations are dealt with promptly.

## 2.5 LABOUR RELATIONS AND CONTRACTS

Suppliers are required to provide their Employees and Independent Contractors with a clearly written employment contract which is, where appropriate, translated into a language they understand and which is legally binding. Suppliers are also required to record and protect information on contracts entered into with their Employees, such as the type of contract, working hours and remuneration, and to ensure that Employees have access to the respective recorded information.

Suppliers are required to respect their Employees' right to privacy, as envisaged by law. More specifically, as a minimum requirement, Employee data must be kept confidential and personal, and sensitive information must be made accessible only to authorised personnel; their use for discriminatory or other unlawful purposes must be prevented.

## 2.6 REMUNERATION, BENEFITS AND WORKING HOURS

Suppliers are required to remunerate their Employees and Independent Contractors in accordance with the provisions of the applicable legislation on the matter, and the collective bargaining agreements chosen - appropriate and corresponding to the work duties actually performed - in each of the countries where they operate.

Suppliers shall pay their Employees and Independent Contractors a remuneration proportionate to the quantity and quality of their work, and in any case sufficient and adequate to guarantee the satisfaction of their basic needs and living standards, respectful of the individual's dignity. Wages must be adjusted to the cost of living, to the employee's basic needs and to market criteria. Wages must be sufficient to meet the basic needs of Employees and provide them with adequate income for this purpose, also taking into account any minimum wages established by law or collective bargaining agreements.

9. In accordance with ILO Convention No. 111 on Discrimination (Employment and Occupation)

10. In accordance with ILO Convention No. 100 on Equal Remuneration

11. In accordance with ILO Convention No. 190 concerning the elimination of violence and harassment

Suppliers are required to pay Employees according to the hours worked, including overtime and any additional pay arrangements, in accordance with individual employment contracts and in compliance with the applicable national collective bargaining agreements.

Suppliers are also required to guarantee all benefits envisaged by law, including, without limitation, social security, welfare and insurance, parental leave, annual leave and holidays, as stipulated by law, as well as by the collective bargaining agreements adopted.

Suppliers are required to issue a pay slip for each period worked, clearly specifying the components of remuneration, including the exact amounts of wages, benefits, incentives or bonuses and any deductions. Deductions from wages used as a disciplinary measure or for reasons not envisaged by national laws are not permitted without the authorisation of the worker concerned. All disciplinary measures must be recorded.

Wages must be paid on time and in full.

As far as working hours are concerned, in addition to the payment of the overtime due, Suppliers are required to act in compliance with the applicable rules and regulations, granting the possibility of taking holidays, rest days and any leave to Employees to the extent permitted by law and by the collective bargaining agreements adopted<sup>12</sup>.

In general, regular work should not exceed 48 hours per week and overtime 12 hours per week, with exceptions for special workloads. Suppliers also undertake to guarantee Employees a minimum of twenty-four hours' rest for every seven consecutive working days, subject to specific exceptions<sup>13</sup>.

## 2.7 OCCUPATIONAL HEALTH AND SAFETY

Suppliers are required to comply scrupulously with current health and safety legislation, and to provide their employees and independent contractors with a safe, hygienic and healthy working environment, taking into account the sector in which they operate and in compliance with the laws, regulations and standards in force and applicable to occupational health and safety.

Suppliers undertake to assess risks to the health and safety of employees in the workplace, to implement appropriate measures with a view to mitigating the risk factors and to establish appropriate roles for risk management, including a health and safety manager.

If the supply activity involves access to Valentino's sites, Suppliers undertake to comply scrupulously with the safety regulations sent, and to notify any introduction of additional risks related to their activity.

In order to reduce the risks of accidents, injuries and illnesses, Suppliers are also required to provide Employees and Independent Contractors with the most appropriate equipment for the performance of their duties, including personal protective equipment. Suppliers shall provide personal devices free of charge, the condition of which shall be monitored periodically in accordance with the law<sup>14</sup>.

Suppliers shall also provide their Employees, at no extra cost, with appropriate safety training.

## 2.8 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

In accordance with applicable laws, Suppliers are required to acknowledge and respect the right of employees to associate, organise or join a trade union, as well as to negotiate collective agreements in a lawful manner without being subjected to interference, sanctions, discrimination, harassment or

12. In accordance with ILO Convention 1 on Hours of Work (Industry); ILO Convention 30 on Hours of Work (Commerce and Offices); ILO Convention b. 47 on the Forty-Hour Week; and Recommendation No. 116 on the Reduction of Hours of Work

13. In accordance with ILO Convention No. 14 on Weekly Rest

14. In accordance with ILO Convention No. 155 on Occupational Safety and Health

retaliation<sup>15</sup>. Suppliers are also expected to adopt an open and constructive stance towards trade union activities.

### 3 ENVIRONMENTAL RESPECT AND PROTECTION

Respect for the environment is a key value for Valentino, which is committed to protecting the planet for future generations by progressively reducing its carbon footprint and minimising direct and indirect effects along the entire value chain, from raw materials to product distribution.

#### 3.1 ENVIRONMENTAL PROTECTION

Suppliers are required to ensure that they obtain and maintain all environmental licences, authorisations, certifications and approvals required by law. Suppliers must also comply with current legislation on environmental protection and the prevention of environmental crime, and must commit to be cautious in the management of their activities and operations.

Suppliers are also encouraged to strive actively to mitigate the negative impacts on the environment and ecosystems caused by their activities and operations, and to adopt an environmental management system that promotes the preservation of the environment and the protection of biodiversity.

#### 3.2 ANIMAL WELFARE

Suppliers are required to respect the dignity of animals at all stages of their lives, complying with applicable regulations and legislation, and repudiating any cruel breeding and/or hunting practices, mistreatment and other harmful activities, in accordance with the Five Freedoms<sup>16</sup> and the Terrestrial Code of the World Organisation for Animal Health (WOAH). When sourcing materials of animal origin, Suppliers undertake to favour sources certified in accordance with animal welfare standards and to promote the adoption of good animal management practices.

Suppliers are required to carry out their activities in compliance with the Convention on International Trade in Endangered Species (CITES), the IUCN Red List<sup>17</sup> and other national and international regulations on endangered species.

Suppliers undertake to maintain and provide, upon Valentino's request and taking into account customs obligations, information on products and materials.

#### 3.3 EMISSIONS AND ENERGY CONSUMPTION

Suppliers are encouraged to measure and track the use of energy resources, distinguishing, where possible, between those produced from renewable and non-renewable sources.

Aware that products produce environmental impacts throughout all stages of the upstream supply chain, Valentino encourages its Suppliers to commit to reducing their carbon footprint, to reduce energy consumption and to improve the efficiency of their operations with the aim of decreasing the related greenhouse gas emissions into the atmosphere in accordance with national and international emission reduction targets.

15. In accordance with ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organise, ILO Convention No. 98 on the Right to Organise and Collective Bargaining and ILO Convention No. 154 on Collective Bargaining

16. Five Freedoms of Animal Welfare by the Farm Animal Welfare Council

17. [IUCN Red List of Threatened Species](#)

### 3.4 WASTE MANAGEMENT

Suppliers are required to comply with the laws and regulations in force concerning the management of hazardous and non-hazardous waste, ensuring its proper treatment, storage, transportation and disposal. More specifically, Suppliers must be in possession of information about the treatment, transportation and destination of waste generated at all stages of the production process. In addition, Suppliers are encouraged to adopt measures to incentivise the sorting, recycling and reuse of materials.

### 3.5 WATER USE AND DISCHARGES

Suppliers are required to adopt responsible practices in the use of water resources. This implies not only management in compliance with current regulations, but also an active commitment to implementing appropriate measures to reduce water use, to encourage water recycling and to improve overall discharges of water to ensure that such actions do not negatively impact the environment while also complying with the requirements on hazardous chemicals, as described in Section 4.4 hereof.

### 3.6 CIRCULARITY

Valentino promotes the adoption of circularity practices that minimise waste and environmental impacts and increase the reduction, reuse and recycling of resources used in production processes.

Therefore, Valentino encourages its Suppliers to reduce waste production and to promote the reuse and recycling of resources throughout the production processes.

## 4 PRODUCT AND PROCESS RESPONSIBILITY

Valentino is committed to achieving increasingly ambitious targets concerning materials, products and processes, to promote the use of good environmental, social and quality practices at all levels of the supply chain.

### 4.1 MATERIALS AND PRODUCTION PROCESS REQUIREMENTS

Valentino favours quality materials that are at the same time respectful of the social conditions of workers who contribute to their production and have a low environmental impact. This is why Valentino aims to integrate “preferred materials” into its collections and requires Suppliers to undertake to develop and offer items in line with this commitment.

Valentino uses the term “preferred materials” to mean materials that have been supplied:

- in compliance with the principles described in this document regarding social, environmental and business integrity;
- in compliance with the product conformity requirements and Valentino’s PRSL (as per section 4.3);
- in compliance with the requirements on the use of hazardous chemicals identified by the MRSL (as per section 4.4);
- while ensuring that the materials and products supplied do not lead to deforestation in accordance with current regulations (e.g. , EUDR – European Deforestation Regulation 2023/1115);
- that have been manufactured in accordance with internationally recognised product and process certification standards.

Valentino acknowledges the criteria adopted by Textile Exchange on materials, the company certification standards SA8000, ISO 14001, ISO 45001, ISO 50001 and sector-specific standards (such as, for example, FSC, OEKO TEX, Leather Working Group, ICEC traceability) as references.



Finally, Valentino recognises Carbon Footprint measurement and the development of product decarbonisation plans as important tools for reducing the carbon footprint of the supplied products and materials and therefore encourages its Suppliers to become involved in this aspect and to inform Valentino of the results achieved.

## 4.2 TRACEABILITY

In order to enable Valentino to verify compliance with the necessary legal provisions and standards during all stages of the supply chain, as well as to assess any social and environmental risks associated with the materials and products offered, Suppliers undertake to guarantee the traceability of the products, of each component and of all stages of their processing.

More specifically, upon Valentino's request, Suppliers undertake to provide information on the production and processing sites of products, materials and components and to ensure their Sub-Suppliers share the same information on upstream players in the supply chain.

Suppliers shall warrant to Valentino the possibility of carrying out appropriate checks on material traceability information directly or through third parties.

## 4.3 PRODUCT COMPLIANCE AND CHEMICAL SAFETY

Valentino is committed to offering end consumers premium products that meet high standards in terms of quality and safety, and requires its Suppliers to cooperate to this end.

Aware of the international nature of the distribution of Valentino products, Suppliers must, under all circumstances, comply with the laws and regulations in force, whether international, EU, national and/or local regarding the use of hazardous or restricted substances.

More specifically, Suppliers are required to comply with the REACH directive<sup>18</sup> and the list of substances banned and restricted by Valentino and specified in the Product Restricted Substances List (PRSL).

Chemicals, the use of which is expressly prohibited under the PRSL, must not be used in the production processes. If the presence of impurities or traces of such substances is detected, the quantities thereof may not in any case exceed the formulation limits laid down in the Valentino PRSL.

Suppliers shall be required to carry out the chemical tests required by Valentino to ascertain the conformity of the materials and/or products being processed and of the finished products ordered from Suppliers.

Valentino also reserves the right to carry out, at any time, any further chemical tests deemed useful and/or necessary to ascertain compliance and to request up-to-date registers/inventories of the hazardous substances used.

## 4.4 HAZARDOUS CHEMICALS

Valentino is committed to eliminating hazardous chemicals from its upstream supply chain, which is why it has adopted a Manufacturing Restricted Substances List (MRSL) that coincides with the MRSL ZDHC<sup>19</sup> in the latest applicable version, identifying substances whose intentional use in production processes is prohibited. Therefore, Suppliers undertake not to use the substances listed in the MRSL ZDHC and to cooperate with Valentino in order to remove these substances from the supply chain. Suppliers guarantee to Valentino the possibility of carrying out the appropriate checks directly or through third parties.

18. Registration, Evaluation, Authorisation, and restriction of Chemicals

19. ZDHC: Zero Discharge of Hazardous Chemicals

## 5 INTEGRITY AND BUSINESS ETHICS

Valentino is committed to carrying out its activities in compliance with the law, within a framework of fair competition, with honesty, integrity, fairness and good faith, respecting the legitimate interests of customers, employees, commercial and financial partners, as well as of the communities in which the Group is present with its activities.

### 5.1 INTEGRITY, TRANSPARENCY AND LEGAL COMPLIANCE

Suppliers are expected to act with integrity, sharing Valentino's principles while fulfilling contractual commitments, and complying with all legal provisions applicable in the context in which they operate.

In tax matters, Suppliers are also required to act in a manner that does not circumvent applicable regulations and/or is not in conflict the principles underlying the national and international tax system.

If Suppliers ascertain any discrepancies between the provisions of this Code and the other applicable laws or regulations, they must comply with the stricter standards, in compliance with applicable legislation, and promptly notify Valentino of any such occurrence using the contact details specified in section 7.

In order to maintain transparency and trust in business relations, Suppliers undertake to communicate to Valentino clear and precise information about the methods and resources used, as well as the production sites and features of the products or services supplied, refraining from sharing any misleading information.

### 5.2 ANTI-CORRUPTION

Suppliers are forbidden from engaging in any form of active corruption (offering, promising, giving, paying, authorising someone to give or pay, directly or indirectly, material benefits, economic advantages or other utilities) or passive corruption (accepting, or authorising someone to accept, directly or indirectly, economic advantages or other utilities or requests or solicitations for economic advantages or other utilities) towards persons belonging to the Public Administration and private individuals, including Valentino Employees.

Acts of courtesy are permitted, provided they are of modest value and carried out in compliance with all applicable regulations and in any case unlikely to entail the risk of undue influence of any kind.

### 5.3 CONFLICT OF INTEREST

A conflict of interest is defined as a situation that arises when the impartiality required of persons who, in exercising their decision-making power, may interpose their own interests (financial, economic or other personal interests) or those of their family members in conflict with the interests of the company itself, is compromised, including potentially.

Suppliers are required to avoid any actual or partial conflict of interest, by reporting any circumstance that may give rise to illegitimate favouritism, collusive practices, corruption or solicitation of personal advantages for themselves or others, also with reference to any situations of conflict of interest involving Valentino Employees.

### 5.4 ANTI-MONEY LAUNDERING

Valentino condemns any form of criminal activity, as well as cases of money laundering and self-money laundering, and requires its Suppliers to adopt all necessary measures and procedures to prevent their activities from being used as a vehicle for laundering money from criminal activities.

## 5.5 CONFIDENTIALITY AND INDUSTRIAL AND INTELLECTUAL PROPERTY

Suppliers expressly acknowledge that the brands featured on Valentino products, of which Valentino is the owner and/or legitimate licensee, have achieved a particular prestige and high-level image in the fashion industry. Therefore, Suppliers undertake not to perform actions that may, for any reason, discredit or diminish the prestige or image of those brands and, in general, Suppliers shall act in full respect of the intellectual and industrial property rights of Valentino and of any other holder of similar rights, refraining from engaging in any conduct aimed at counterfeiting, altering, duplicating, reproducing or disseminating, in any form whatsoever and without entitlement, the work of others.

Suppliers are required to take all necessary measures to guarantee the confidentiality of information and data received from Valentino or acquired during the performance of activities, whether they are confidential data or personal information, and to use such information only during the performance of the assigned tasks.

The information, technical specifications, drawings and designs constitute know-how and trade secrets that are the exclusive property of Valentino; therefore, Suppliers undertake not to disclose to third parties any confidential information concerning Valentino even after the termination of the supply services.

## 5.6 PROTECTION OF COMPETITION

Valentino pursues its market objectives while acting in compliance with rules protecting competition within the countries where it operates, refraining from implementing and/or encouraging conduct that may restrict, distort or prevent free competition.

Similarly, Suppliers have a duty to comply with applicable laws on unfair competition and to avoid unfair business practices.

More specifically, Suppliers are prohibited from sharing commercially sensitive information in their possession relating to Valentino's competitors.

## 5.7 PROTECTION OF THE "MADE IN ITALY"

Valentino considers the protection of the "Made in Italy" to be essential, with particular reference to the safeguarding of Italian craftsmanship and creative heritage. Therefore, Suppliers are required to fight any counterfeiting and to ensure the legitimate affixing of the "Made in Italy" label to products.

# 6 MONITORING ACTIVITIES AND NON-COMPLIANCE

Suppliers' compliance with this Code shall be regarded as binding, in the same way as any contractual obligations.

Suppliers are required to promptly communicate to [valentinospa.operations@cert.valentino.com](mailto:valentinospa.operations@cert.valentino.com) with transparency and integrity any eventual inspection or future inspection communication received from entities and/or regulatory authorities (not arranged by Valentino in its own monitoring and audit plan), as well as any findings of non-compliance with the requirements of the Code, together with the notification transmitted to the Supplier by said regulatory bodies. The Supplier is also required to communicate the planned action in the event of any finding of non-compliance.

In order to verify compliance with the provisions of this Code, Valentino reserves the right to carry out, directly or through third parties, monitoring activities on its Suppliers.

Monitoring activities may consist of, without limitation, requests for the production of documents, as well as inspections and visits to the production sites and offices of Suppliers (audits) - including without prior notice. In the event of audits, Suppliers undertake to share all necessary information and documentation in a transparent and cooperative manner and to facilitate access to their own facilities or

those of their Sub-Suppliers by Valentino personnel or their appointees. In addition, Valentino reserves the right to verify that its Suppliers carry out monitoring activities of Sub-Suppliers by, for example, requesting relevant documentation.

If Valentino ascertains any non-compliance with the Code, it may require the Suppliers to implement the necessary measures to remedy the situation, or it may suspend or terminate the existing business relationship.

If Suppliers obstruct or fail to cooperate in the correct performance of the above-mentioned verification activities, Valentino reserves the right to classify such conduct as cases of non-compliance with the Code.

With a view to promoting and ensuring the constant appropriateness and effectiveness of this Code, Valentino reserves the right to review its contents and application methods on the basis of any regulatory developments and good practices in the sector.

## 7 REPORTS OF VIOLATIONS AND CONTACT DETAILS

Valentino invites Suppliers to use the communication channels specified below to report ascertained or suspected violations of this Code, or to request information on the correct interpretation of this Code. For notifications of inspections only, as detailed in section 6, the communication channel remains that of the PEC address as indicated above.

More specifically, Valentino is pleased to make available to all Suppliers its Integrity Helpline platform, which may be accessed via the homepage of the [www.valentino.com](http://www.valentino.com) website and may be activated either through a reporting form or by telephone using the number indicated on the Integrity Helpline page.

The Integrity Helpline platform falls within the context of the commitments and objectives undertaken by Valentino to guarantee respect for ethics and integrity in all business processes, both internal and external, and allows anyone to easily report violations of the Code and the Code of Ethics and, in general, violations of laws and regulations, human rights or occupational health and safety standards.

Reports made via the Integrity Helpline help us to operate in complete respect for the anonymity of the reporter and in total respect for privacy.

## 8 ACCEPTANCE FORM

By signing this form, the recipient confirms:

- to have received, analysed and understood the provisions of the Code;
- to undertake to comply with the Code and applicable local, regional and national laws and regulations that apply in the location of its premises;
- to inform its employees, suppliers, independent contractors and other entities forming part of the supply chain for Valentino, by all necessary means, of the contents of the Code and to ensure that they also comply with its provisions;
- to undertake to accept and gradually implement the recommendations set out in the Code, with a view to achieving continuous improvement and sustainable development of the business activities;
- to accept the monitoring methods described herein;
- to inform Valentino, with transparency and integrity, of any violations of the Code by oneself or by subcontractors, also providing notification of any inspections in accordance with the provisions outlined in section 6 of the document;
- in the event of non-compliance, to undertake to implement the necessary actions to adapt its activities and operations;
- to undertake to report to Valentino any alleged or ascertained case of violation of this Code, using the contact details indicated in section 7 of the document.

Date (day/month/year): \_\_\_\_/\_\_\_\_/\_\_\_\_

Place: \_\_\_\_\_

Company name: \_\_\_\_\_

Name and position: \_\_\_\_\_

Signature of legal representative: \_\_\_\_\_