

## Mod. Legislative Decree 231/2001

### Code of Ethics and Legislative Decree 231/2001

Legislative Decree 231/2001 has introduced the principle of companies' administrative responsibility for certain offences, specifically indicated by the legislator, that are committed in the interest or to the advantage of the company itself on the part of people in senior positions or those under their direction or supervision.

TES Transformer Electro Service S.r.l., based on the belief that the activities of a company cannot be separated from ethics in conducting business or the law, has developed its own Organisation, Management and Control Model, which is aligned to the provisions of the Legislative Decree 8 June 2001 n° 231, as well as its own Code of Ethics.

The Model was approved by the Board of Directors on 26 May 2014.

The Model guarantees conditions of fairness and transparency when conducting business and corporate activities, favouring a culture of prevention and that grows a sense of responsibility, as well as providing protection against the risk of committing offences and administrative illegalities in sensitive areas, as provided for by the provisions referred to.

The Model is a set of principles, rules and regulations that affect business operation, and governance, so as to guarantee conditions of transparency and fairness for all those who work within it or on its behalf.

The company has also set up a Supervisory Board, with the task of overseeing the implementation of and adherence to the Organisation, Management and Control Model.

The Supervisory Board has the further task of gathering all reports from employees and/or third parties that the Model applies to, who have come to know of events that could lead to TES being held responsible for offences provided for in Legislative Decree 231/01.

The reports can be submitted in writing to the following addresses:

- [odv@tes.st](mailto:odv@tes.st)
- Supervisory Board c/o TES S.r.l., via Seriola 74, 25035 Ospitaletto (BS)