

To collaborators of
TECRES S.p.A.

Re: Organizational Model pursuant to L.D. 231/01

The intent of this communication is to advise collaborators and those engaged in various forms of relationships with TECRES S.p.A. that this Company has issued a board resolution, dated 9th May 2012, adopting its own **Organization Model pursuant to D.Lgs. 231/01**. The purpose of this model is to define "virtuous" practices with the capacity to avert the commission of intentional offences, such as corruption or crimes against the industry, for instance, as well as unintentional offences such as serious accidents in the workplace. To achieve this goal, all Company collaborators, including executives, managers, are required to comply in regard to their own tasks and responsibilities.

The document consists of a General Part (on legal references), Special Part 1 (on the prevention of intentional "administrative" offences), Special Part 2 (on unintentional offences concerning safety in the workplace) and the Code of Ethics. **The last section is attached for consultation.**

The Company reserves the right to terminate contracts due to breach whenever its relations with third parties are based on contracts that bind them to this Code of Ethics.


The cited board resolution of last May 9th appointed the person of Ms. Stefania Zivelonghi as the **Supervisory Body** assigned to oversee operations and compliance with respect to the Company's newly adopted Organizational Model and Code of Ethics.

The model provides for all communications concerning the Model itself to be directed to the attention of the Supervisory Body using the following dedicated email address

odv@tecres.it

To ensure maximum confidentiality, the Supervisory Body shall make every effort to protect the right to anonymity of anyone who submits a report.

The Company Management



TECRES S.p.A.

Via A. Doria, 6

37066

Sommacampagna

Verona - ITALY

Telefono

+39.045.9217311

Fax

+39.045.9217330

info@tecres.it

www.tecres.it

Codice Fiscale

01346810235

Partita I.V.A.

02042700233

CCIAA VR

01346810235

R.E.A. 211053

di Verona

Capitale Sociale

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