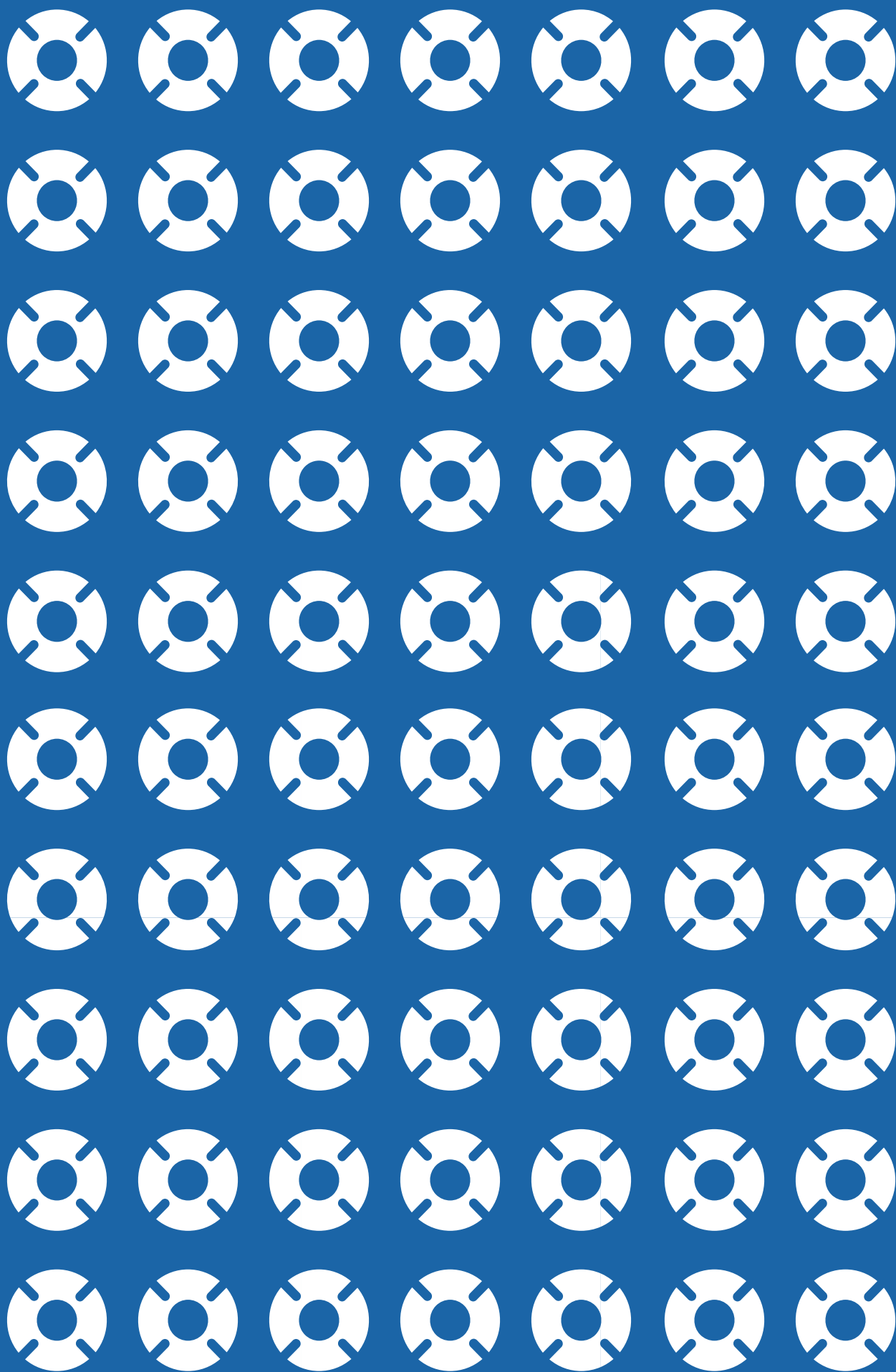




in Italia - nel Mondo

# Code of Ethics

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# Work

Work represents man's main resource, it is an element of dignity without equal. It is the asset not only of our company, but also of every single worker. We put work, its safeguarding and its content at the centre of our value system. We are therefore committed to guaranteeing it, to taking extreme care of its conditions, to providing our people with prospects for growth both professional and human. We are also committed to teaching them the tremendous value that work represents, to reminding them how important their workplace is and how they should respect it through their engagement and behaviour, both for themselves and for the many who do not have work. Our company must increasingly be a place of association, social life and awareness.

## Personal development

Professionalism and the asset of our people's skills are the strategic lever of our company's success, the elements needed for development and for healthy but intense competition. For this reason, we promote development through policies that recognise and enhance individual knowledge and merit, giving everyone an opportunity to grasp.

We also work to comply with a Code of Social Responsibility to guarantee the rights of our people and their families.

## Human rights

We believe that respect for human rights is a "sine qua non condition" of our work and we strive to make the utmost effort to avoid any kind of abuse. We strive to spread the culture of respect among all of our people, at all of our production sites, throughout the chain that makes us central to our business.

We will not tolerate behaviours that do not protect moral integrity and do not guarantee equal opportunities for everyone without discrimination based on political and trade union opinions, religion, race, nationality, age, gender, sexual orientation, health and any private characteristic of the human individual in general. We are committed to ensuring that the rights as specified in the "Universal Declaration of Human Rights" are guaranteed in our activities.





## **Fairness**

Every relationship inside and outside of our company must always be characterised by maximum fairness, respect for others, keeping to words, promises and pacts, acting with sense of responsibility, valorisation and safeguarding of corporate assets, and complete good faith in any business activity or decision. We recognise the value of fair competition as an efficient resource allocation tool for the community and we are committed to avoiding collusive and profitable behaviour and the abuse of any dominant positions.

## **Legality and honesty**

All Workers are required to comply with the laws and regulations in force in their countries of operation, the Code of Ethics and the internal business rules, applying them equally and fairly.

We strive to counteract any kind of corruption, abuse of position, or action to create gain through monetary or in kind donations.

Any action that may potentially appear to be a conflict of interest with the company's purpose must be avoided. This applies if a person pursues his or her behaviour in opposition to the purpose of the business and/or personally benefits from business opportunities related to the company's activities, or else when the client or supplier representatives act contrary to the fiduciary duties associated with their position.

## **Transparency and compliance with accounting principles**

Our company cooperates fully with the institutional authorities and internal control bodies. All of our people are required to do the same in their own field of work. Every action, operation or transaction must be managed with the utmost correctness, completeness, transparency, and truthfulness and must be constantly verifiable.

## **Confidentiality**

Subject to legal and contractual obligations, our company protects the confidentiality of stakeholder information and ensures the privacy of personal correspondence and the personal documentation of its people in all possible forms. No one can use confidential information for purposes that are not attributable to the pursuit of their business (for example, insider trading, resale of client information, etc.).





## The environment

We believe that protecting the environment is a fundamental value for the community. We are the hosts of the territory where we work and we believe firmly in the compatibility between company development and respect for the environment. We are therefore committed to working in compliance with applicable laws, applying the best technologies possible, promoting and planning the development of activities and projects aimed at enhancing natural resources, preserving the environment for future generations, and promoting initiatives for widespread environmental protection consistent with our Environmental Policy.





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