

	INTEGRATED MANAGEMENT SYSTEM Q.S.S.	
	<b>ETHICAL CODE</b>	
	MODEL CODE: SEL/M01/T02.7ITA	REV. 3 OF 04/03/2024

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**REVISION STATUS**

REVISION	DATE	SUBJECT	APPROVED BY
1	22/02/2022	FIRST RELEASE	P. BOTTERO
2	09/08/2023	UPDATE	P. BOTTERO
3	04/03/2024	UPDATE	P. BOTTERO

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<b>STAKEHOLDER</b>	<b>OWNERSHIP AND MANAGEMENT</b>
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RIGHTS	DUTIES towards the company	VIGILANCE
<p>Satisfying one's own expectations.</p> <p>Being able to operate in market conditions that favour entrepreneurship, free and fair competition, and economic and social development.</p> <p>Being able to freely and easily interact with public authorities in charge of legislation, standardisation, regulation and market surveillance.</p>	<p>Managing the company with fairness and transparency.</p> <p>Manage the company with honesty and moral integrity.</p> <p>Protect the rights of other stakeholders.</p> <p>Ensure compliance with applicable laws and regulations.</p> <p>Avoid conflicts of interest.</p> <p>Supervise everyone's compliance with ethical principles.</p> <p>Do not disclose confidential data and information.</p> <p>Do not accept or grant gifts or money to favour third parties.</p> <p>Do not discriminate against or harass employees and collaborators.</p> <p>Do not engage in acts that may harm the good reputation of the company.</p>	<p>External professionals (legal advisers, auditors, etc.).</p> <p>Control bodies (audits).</p>

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<b>STAKEHOLDER</b>	EMPLOYEES/COLLABORATORS
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RIGHTS	DUTIES towards the company	VIGILANCE
<p>Satisfying one's own expectations.</p> <p>Not being subjected to discrimination, harassment or coercion of any kind.</p> <p>Protection of health, safety and privacy.</p> <p>Recognition of the dignity and centrality of the person.</p> <p>Receiving the necessary training so as not to make mistakes (however, the mistake, if not repeated, represents an opportunity for improvement).</p> <p>Not being pressurised or retaliated against for reporting situations of non-compliance.</p>	<p>Adopt polite and respectful behaviour.</p> <p>Adopt sober and appropriate business attire.</p> <p>Comply with laws, regulations and company rules.</p> <p>Use company property and equipment with care.</p> <p>Carrying out assigned tasks to the best of one's ability.</p> <p>Cooperate in the achievement of common goals.</p> <p>Do not disclose confidential data and information.</p> <p>Do not accept or grant gifts or money to favour third parties.</p> <p>Do not engage in discriminatory behaviour or harassment of work colleagues.</p> <p>Do not perform acts that may harm the good reputation of the company.</p> <p>Promptly report, even anonymously, situations of non-compliance of which you become aware.</p>	<p>Ownership &amp; Management (function managers).</p> <p>Control bodies (audits).</p>

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<b>STAKEHOLDER</b>	CLIENTS
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RIGHTS	DUTIES towards the company	VIGILANCE
<p>Meeting one's own expectations.</p> <p>Benefit from the best possible product/service at reasonable access conditions</p> <p>Having privileged access to the benefits of product/service innovation promoted by the company.</p>	<p>Communicate and share the company's ethical and sustainability values.</p> <p>Demand compliance with applicable laws and regulations.</p> <p>Establish a contractual relationship based on respect, cooperation and satisfaction of mutual goals.</p> <p>Do not accept or grant gifts or money to favour third parties.</p> <p>Avoid favouring wild and unfair competition.</p>	<p>Ownership &amp; Management (function managers).</p> <p>Control bodies (audits).</p>

<b>STAKEHOLDER</b>	EMPLOYEES/COLLABORATORS
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RIGHTS	DUTIES towards the company	VIGILANCE
<p>Satisfying one's own expectations.</p> <p>Establish a contractual relationship characterised by mutual respect, collaboration and synergy.</p> <p>Privileged access to the benefits of product/service innovation promoted by the company.</p>	<p>Communicate and share the company's ethical and sustainability values.</p> <p>Demand compliance with applicable laws and regulations.</p> <p>Do not favour the use of relocation to circumvent compliance with laws and human rights.</p> <p>Do not accept or grant gifts or money to favour third parties.</p> <p>Avoid favouring unbridled and unfair competition.</p>	<p>Ownership &amp; Management (function managers).</p> <p>Control bodies (audits).</p>