



Code of Ethics, Integrity and professional Conducts

VIGLIENZONE ADRIATICA S.r.l. (hereinafter V.A.) provides services for Companies, Public and Private Institutions. Its unique mission is to develop and implement its presence in the market of goods and industrial inspections and control.

V.A. model of economic and social development is based on fair and ethical values, i.e. full compliance with the law and regulations in force, respect for workers and working areas, a fair competition towards its competitors, respect and safeguard of the environment.

As a consequence, V.A.'s action has its roots in the values of democracy, equality, equity and solidarity and is based, both within and outside the company, on the present "Code of Ethics, Integrity and professional Conducts".

Therefore, the present document represents a point of reference which has to be followed by all the people working at V.A., starting from the management of the company.

Main Principles

Trust:

We believe that V.A. cannot succeed without reciprocal trust of all the people who work and cooperate for the company, even when interests are partially opposite.

Trust means sharing the same mission and respecting the values and proposals of the present Code; each individual commits itself to respect the Code. Failing to respect the code is inconsistent with the activity performed by V.A. at any level. Trust presupposes also mutual respect, cooperation and courtesy. Relationships among the persons in the workplace are expected to be business-like and free of bias, harassment and violence.

Human resources:

Enhancement of human resources, respect for their independence, incentive and motivation based on their participation in company decisions are all fundamental principles to V.A. managers. Professional training and updating programmes are implemented with the aim of enhancing individual skills and of preserving and increasing the competences of each worker. V.A. is committed to providing a work environment that promotes equal opportunity, dignity and respect without discrimination or harassment.

Honesty:

V.A. is committed to ensuring that its representatives and employees are aware of the ethical meaning of their actions and that they do not pursue personal interest and business profit in violation of applicable laws and rules of this code.

In particular, V.A. has to ascertain that unfair advantages are not attributed to clients and suppliers. Moreover, V.A. has to make sure that its representatives and employees do not operate in situations in which they are direct or indirect holders of interests conflicting with those of their counterparts in the contract.

Transparency:

V.A. has to ascertain that its representatives and employees communicate with clarity, honesty and diligence the image of the company in all its dealings and facilitate its understanding. To this end, the best possible complete and transparent information is ensured.



Confidentiality:

V.A. has to make sure that its representatives and employees protect the privacy of personal data contained in database and in personal archives and has to take steps to ensure respect of all the requirements provided by the current legislation on privacy. The data collected will be used by V.A. exclusively for the purposes connected with the fulfillment of its activities.

Impartiality:

V.A. has to make sure that its representatives and employees avoid any discriminatory and opportunistic behaviour. V.A. is committed to avoiding any kind of discrimination based on race, religion, sex, gender, political opinion and disability.

Safety and health in the workplace:

V.A. has to ascertain that its representatives and employees adopt all the safety measures required by technological development and has to ensure that physical integrity, health and moral personality of its representatives and employees are guaranteed.

Relations with trade unions:

V.A. is committed to encouraging good and continuative relationships with the trade unions in order to protect workers' rights and to promote economic democracy.

Fair competition:

In the relationships with its competitors, V.A. is inspired to the principle of fair competition.

It is the responsibility of all V.A. representatives and employees, at all levels, to respect and apply the rules of its Code of Ethics.

No deviation is or will be tolerated; no employee or co-operator of V.A. will be admonished for reporting misconduct or violation of the Code by one or more colleagues.

The rules that V.A. personnel has to respect daily are rather simple and intuitive; If in some situations doubts arise about how to act, the following common-sense principles have to be applied:

- Avoid doing anything that is known, suspected or believed to be illegal or unethical.
- Do not get personal benefit from the goods and properties of the company.
- Do not undertake any transaction that has no clear and legitimate business purpose.
- Ask oneself whether a particular transaction may have a negative impact on public opinion and/or on the external environment.
- Do not undertake any action that could require a false, unfair or illegal conduct.
- For any doubt, consult the management.

The Chief Executive Officer

VIGLIENZONE ADRIATICA S.R.L.

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L'Amministratore Delegato
(Federico Macera)