ETHICS CHARTER

With this Ethics Charter, the Company states the ten fundamental principles that inspire the Company's business and which it undertakes to respect towards anyone.

1.
Integrity of behavior and compliance with Laws and Regulations

- The Company is inspired by the principles of social responsibility to protect its customers, suppliers and interested third parties and operates in strict compliance with the Law.

2.
Rejection of any discrimination

- The Company avoids any discrimination based on age, sex, sexuality, state of health, race, nationality, political opinions and religious beliefs.

3.
Freedom of association and right to collective agreements

- The Company guarantees its employees and collaborators the freedom of association and the right to application of collective agreements.

4.
Prohibition of forced labor and child labor

- The Company in no case uses or exploits forced, compulsory or child labor methods.

5.
Centrality, development and enhancement of human resources

- The Company recognizes the centrality of human resources and places professionalism and the individual contribution of people at the center of its own work.

6. **Sustainable development**	• The Company operates in a sustainable way and in harmony with people and with the territory.
7. **Transparency and business ethics**	• Reliability, financial solidity, transparency, fairness in the contractual context and protection of competition are the values on which the Company's business ethics is based.
8. **Quality**	• The activities are implemented by the Company through a quality management system, which offers externally uniformity, transparency and service improvement.
9. **Respect**	•The Company requires from its directors, employees and collaborators behaviors that guarantee the most absolute respect for the dignity of people.
10. **Legality and fight against terrorism and crime**	•The Company believes in democratic values and condemns any activity that may have criminal, terrorist or subversive purposes of the democratic order.