



CODE OF ETHICS



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Code of Ethics

Rev.	2
Date	31/03/2025

1. PURPOSE AND SCOPE

The ethical code establishes the values and fundamental principles that the company adheres to, and which must be followed by all individuals with whom **Forgiature Vitali S.r.l. (FV)** interacts. It represents the behavioral standard that prevents the commission of crimes and irregularities related to business activities. All employees, collaborators, suppliers, and partners are required to comply with this Code to ensure transparency, integrity, and respect for applicable regulations.

2. FUNDAMENTAL PRINCIPLES

Through the issuance of this corporate ethical code, Forgiature Vitali S.r.l. aims to clarify the path for respecting national and international laws, regulations, and standards in the markets in which it operates.

2.1. RESPECT FOR HUMAN RIGHTS

Forgiature Vitali S.r.l. actively supports the respect for internationally recognized human rights, committing to overcome any form of discrimination.

2.2. FIGHT AGAINST DISCRIMINATION

The company rejects any form of child or forced labor and does not tolerate discrimination based on gender, race, disability, ethnic or cultural origin, religion, age, or sexual orientation. It expressly prohibits engaging in business relationships with organizations that practice such forms of oppression.

2.3. COMMITMENT TO A FAIR WORK ENVIRONMENT

Forgiature Vitali S.r.l. promotes a respectful, productive, and non-discriminatory work environment where each individual is evaluated based on their professional performance. All parties involved are called to adhere to these principles, treating colleagues, customers, and suppliers with respect and professionalism.

2.4. COMPANY SOCIAL RESPONSIBILITY

The company is committed to promoting the application of ethical and environmental principles in its activities, encouraging respect for national and international regulations in all the markets in which it operates.

3. BEHAVIOURAL STANDARDS AND GUIDELINES

Forgiature Vitali S.r.l. is committed to ensuring:

- a) **Integrity:** All individuals involved in business activities must act with honesty and transparency, following principles of good faith, fairness, and morality. For example, providing false or misleading information to customers or colleagues is prohibited.
- b) **Impartiality:** All employees must have equal opportunities, based solely on professional qualifications and abilities. Discrimination based on gender, race, religion, ethnicity, sexual orientation, etc., is prohibited. Decisions regarding promotions or hiring must be made in a fair and objective manner.
- c) **Responsibility:** Every employee is responsible for their work and must not delegate tasks without valid justification. Additionally, serving under the influence of substances that could compromise safety or work performance is prohibited.
- d) **Respect:** Every individual must treat others with respect, regardless of role, position, or diversity. Conflicts should be resolved constructively.
- e) **Conflict of Interest:** Avoid situations where personal interests may conflict with the company's interests. If a conflict of interest arises, it is essential to disclose it promptly to a superior.

- f) **Confidentiality:** All non-public business information must be handled discreetly and responsibly, avoiding disclosure to unauthorized third parties.
- g) **Gifts and Benefits:** Gifts must always be symbolic in nature and must not be used to obtain favors or undue advantages. If gifts or benefits are received that fall outside of the norm, the employee is required to report it to the responsible person.
- h) **Health and Safety:** All employees must actively participate in workplace risk prevention and comply with health and safety regulations.
- i) **Environmental Protection:** Every activity must comply with environmental laws, reduce pollution, and promote circular economy practices, such as material reuse and resource optimization.

4. MANAGEMENT OF CODE OF ETHICS VIOLATIONS

Violations of the Code of Ethics may result in disciplinary actions in accordance with company regulations and applicable laws. Responsibility for violating ethical principles includes possible sanctions up to dismissal, in accordance with Italian laws and Legislative Decree 231/2001.

5. IMPLEMENTATION AND MONITORING TOOLS

The responsibility for applying the Code of Ethics lies with Top Management, supported by the function managers. They must:

- a) Ensure that the Code of Ethics is disseminated and understood by all recipients.
- b) Monitor compliance with the provisions of the Code of Ethics and intervene in the event of violations.
- c) Ensure that the Code is regularly updated to respond to changes in the business environment.

Rev.	Data	Descrizione	Issued by	Approved by
0	30.03.2020	First Issue.	QA – Giorgio Anzini	DG – Matilde Vitali
1	30.03.2021	Reconfirmation with no changes.	QA – Giorgio Anzini	DG – Matilde Vitali
2	31.03.2025	Review of the chapter structure. New module.	QA – Michele Mogliuzzi	DG – Matilde Vitali