



S. CATERINA s.r.l.



Ethic code

Santa Caterina s.r.l. takes as inspiring principles for the exercising of its activities, compliance with the law and regulations of the countries in which it operates, within a frame work of legality, fairness, transparency, confidentiality and respect of the dignity of the person.

SCOPE

This Code of Ethics has been developed to ensure that Company's ethical values are clearly defined and they constitute the basic element of the corporate culture, as well as the standards of behavior of all the Company's collaborators in conducting business activities and business.

GENERAL ETHICAL PRINCIPLES

The business activity of Santa Caterina s.r.l. takes place respecting the fundamental principles of fairness in relations with employees, with other companies, with the market, with the public authorities, according to principles of transparency and research of the common good, far from benefiting where undeserved inefficiency, bureaucracy and ethically incorrect behaviour reign, represented by the widespread practice of corruption and illegality.

Santa Caterina s.r.l. applies the essential principle to respect the laws and regulations, respect for transparency, understood as clarity, completeness and relevance of information; respect for the confidentiality of information known to be used exclusively in the workplace and not to disclose sensitive information without the explicit consent of the interested parties; respect for the fundamental rights of people, protecting their moral integrity and guaranteeing equal opportunities.

Working environment

In the field of healthy and safe the company undertakes to guarantee for all its workers an healthy and safe working environment (both physically and psychologically), a workplace free of discrimination, harassment or abuse; and a duty of care and obligation towards our employees, including fair pay and fair working hours .

Discrimination

Santa Caterina s.r.l. provide a welcoming environment for all members of the staff, clients, volunteers, subcontractors, vendors and customers, operating without any kind of discriminations on the base of race, colour, religion or creed, gender or gender expression, age, national origin or ancestry, mental or physical disability, marital status, sexual orientation or social status.

Bookkeeping and accounts compliance

Santa Caterina s.r.l. respect:

- Accounting standards;
- International and local laws and regulations; and
- Generally accepted accounting standards and controls.

Competition law

The company will always to the extent possible ensure that competition in any market in which operates is fair, free and unlimited, respecting all competition laws and regulations which apply to its activities or business.



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Confidentially

Santa Caterina s.r.l. provides access for its employees to the confidential information under the precondition that the confidential information belongs to the company and that each employee keeps the information confidential, endeavouring to ensure that any information received from customers or business partners is handled and used appropriately in accordance with the terms and conditions under which it was disclosed and that Santa Caterina s.r.l. doesn't violate any confidentiality obligations.

Bribes

Santa Caterina s.r.l. will conduct its business in a fair and legal way, for this reason, the company will not pay or receive bribes and doesn't allow for an employee to pay or receive bribes.

Facilitation payments

Santa Caterina s.r.l. will conduct its business in a fair and legal way, for this reason, the company will not make facilitation payments and doesn't allow for facilitation payments to be paid for the benefit of the company.

Conflict of interest law

Santa Caterina s.r.l. will ensure that business decisions are taken in the best interest and will not accept that an employee uses his/hers position in the organisation for personal gain or in the interest of anything else other the company.

Travel, entertainment, gifts and personal benefits

Santa Caterina s.r.l. will conduct its business in a fair way.

Historically the company has a strong tradition for building good relationships with the suppliers and customers and will continue to do so. However it will not grant any benefit which might unduly influence the representative of a supplier or a customer in the dealings with the company.

Political contributions

Santa Caterina s.r.l. has a clear purpose which is independent of party politics, therefore doesn't support or make contributions to any political party or any political candidate.

CONCLUSION

The whole company must adhere to these principles in all the activities, in particular when the decisions or choices must be made.