

Our code of ethics

The Code of Ethics, applied to all Pelliconi Group companies in Italy and abroad, was created to ensure that our fundamental ethical principles and values are clearly defined as well as form the basic element of the company culture, the behavioural standard for all those who have an employment contract and other forms of individual contractual collaboration with the Group.

Since 1939, the Group has been guided by principles of honesty and legality, against any discrimination on political, religious, ethnic, gender or sexual orientation grounds. Our skills and in-depth knowledge of the industry have earned us the respect and trust of our stakeholders, in part due to our commitment to territory development and respect for the environment. We offer all employees equal opportunities in full respect of the law, in such a way that each and every one of them can develop their own potential and benefit from equitable contract terms and salary compensation, based on criteria of merit and competence. We pay the same attention to the selection of our suppliers, ensuring that we only work

with bodies and individuals who share the principles and values that set us apart. We have never associated ourselves - and never will - with bodies, organisations or individuals who are openly ideologically, politically or religiously aligned. We are committed to safeguarding the environment and protecting the health and safety of all our employees, operating in accordance with strict environmental, accident prevention and occupational health and hygiene regulations. We also guarantee the well-being of all our employees by educating them against violence, whether physical or psychological, mobbing and sexual harassment. The Parent Company has implemented an Organisation, Management and

Control Model pursuant to Legislative Decree no. 231/01 which provides for the adoption of secure reporting channels, including computerised ones (whistle-blowing). During the reporting period, there were no episodes of unlawful conduct and/or violation of company procedures and provisions, with particular reference to the Code of Ethics, that required specific corrective action. Company policies prohibit the donation of contributions to political parties and politicians. We are happy to continue our work guided by the same values of respect and fairness that drove our founders, and that continue to motivate the management today.