

TECNOLIFE

Corporate Ethical Code

Introduction

This Ethical Code expresses the values and principles that guide the operations of Tecnolife and all our collaborators. It represents our commitment to complying with Italian legislation and maintaining high standards of integrity, transparency, and social responsibility. This document applies to all employees, collaborators, suppliers, and business partners.

1. Integrity and Honesty

- **Compliance with Laws:** The company operates in accordance with Italian laws and regulations, with particular attention to privacy laws, cybersecurity, intellectual property, consumer protection, and environmental regulations.
- **Honesty in Professional Relationships:** All activities and business relationships are based on maximum transparency, without conduct that could compromise the company's image or integrity.
- **Anti-Corruption:** We reject any form of corruption or favoritism and prohibit the offering, promising, or receiving of illicit gifts or benefits in dealings with clients, suppliers, and public administration.

2. Respect and Value of People

- **Equal Opportunities:** The company is committed to promoting diversity and ensuring equal opportunities for growth and professional development, without discrimination based on gender, ethnicity, age, sexual orientation, or religion.
- **Well-being and Safety:** We guarantee a safe and healthy work environment, also promoting the physical and psychological well-being of our employees and adopting security measures in compliance with current legislation (D.lgs. 81/2008).

- **Agile Work and Flexibility:** In line with our smart working philosophy, we promote a balance between professional and personal life, encouraging flexible work arrangements that respect individual needs.

3. Transparency and Data Confidentiality

- **Protection of Personal Data:** We recognize the importance of privacy and personal data protection and are committed to complying with Regulation (EU) 2016/679 (GDPR) in the collection, storage, and processing of data.
- **Cybersecurity:** We adopt technical and organizational measures to protect company and customer data from unauthorized access and to prevent cybersecurity risks and breaches.
- **Transparency in Communication:** Our internal and external communication is clear, truthful, and respectful, aiming to provide complete and timely information to our clients, partners, and stakeholders.

4. Social Responsibility and Sustainability

- **Environmental Sustainability:** We are committed to reducing the environmental impact of our activities by promoting sustainable practices such as waste reduction, energy efficiency, and the use of eco-friendly technologies.
- **Social Responsibility:** We support social utility initiatives and projects, collaborating with local organizations and non-profits to contribute to the well-being of the communities where we operate.
- **Ethical Supplier Relations:** We select our suppliers and business partners based on criteria of quality, transparency, and ethics, avoiding conflicts of interest and promoting sustainable practices throughout the supply chain.

5. Regulatory Compliance and Internal Control

- **Compliance with Sector Regulations:** All company activities, especially in AI and software development, comply with industry regulations, ensuring transparency, reliability, and security of our products and services.

- **Internal Controls:** We implement internal control procedures to ensure compliance with this Ethical Code and prevent unlawful behavior. Every employee is encouraged to report violations or irregularities in compliance with whistleblowing regulations.
- **Collaboration with Authorities:** The company cooperates with regulatory authorities and complies with inspections or verifications, maintaining an open and transparent approach.

6. Application of the Code and Consequences of Violations

- **Individual Responsibility:** Every employee and collaborator is responsible for adhering to the Ethical Code and promoting company values. Awareness and understanding of this Code are integral to our professional commitment.
- **Consequences of Violations:** Any violations of the Ethical Code or regulations will result in disciplinary actions in accordance with Italian labor laws and company policies.
- **Code Updates:** This Ethical Code is periodically updated to comply with Italian and European regulations and to align with the evolving needs and values of the company.

This Ethical Code represents the company's commitment to maintaining high standards of ethics and integrity, promoting a healthy and responsible work environment. Adhering to these principles is fundamental to building strong, trust-based relationships with clients, suppliers, and partners.