

# Code of Conduct

Pini Business Ethics - Doc. C

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*“The Pini Code of Conduct is a compilation of the rules and guidelines that form the basis for our activities and for our relations with our clients, business partners, employees and other stakeholders. The Pini Code of Conduct applies equally to both employees and the Group’s Board of Directors.”*

## Principles

Pini follows the laws and regulations and respects the cultures and traditions in every country in which the company is active.

Pini does not offer benefits that are in violation of the law or contrary to good commercial practice.

Pini employees are to observe good commercial practice and act ethically in all their business undertakings and relations with stakeholders.

Pini employees must not accept payments or other forms of remuneration from a third party that may affect or may be perceived to affect their objectivity when making commercial decisions.

All financial transactions are to be reported in accordance with generally accepted accounting principles.

Accounting records must describe all transactions in a manner that is correct and not misleading.

Employees and directors of the company are to pursue their own personal and/or economic interests in a way that does not conflict with and cannot be perceived to conflict with the interests of Pini.

Pini adopts a neutral position as regards political parties and candidates seeking political office.

Pini seeks to maintain a continuous dialogue with its stakeholders.

Pini supports and respects measures to protect internationally recognized human rights.

Pini encourages diversity and gender equality in the workplace.

Pini does not tolerate any form of forced labor or child labor.

Pini recruits and looks after all employees without discrimination on the grounds of gender, faith, age, disability, sexual orientation, nationality, political conviction, trade union affiliation and social or ethnic origin.

The right to freedom of association is to be respected in all business activities.

All employees have the right to a safe, healthy work environment. Pini is to play its part in creating more sustainable development both through the assignments it performs and through its own business activities.

Pini promotes women's rights and female empowerment.

Pini supports overcoming biases and stereotypes in its internal processes and communication methods, both internally and externally.

Pini monitors the achievement of gender equality goals through specific Key Performance Indicators (KPIs) and a questionnaire on "Business Ethics" topics sent to all employees.

The Pini Code of Conduct is based on the [UN Global Compact's 10 principles](https://www.unglobalcompact.org/what-is-gc/mission/principles) for businesses in the areas of human rights, labor issues, the environment and anti-corruption.  
<https://www.unglobalcompact.org/what-is-gc/mission/principles>