



## CODE OF CONDUCT

CDC  
05.04.2024

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Redatta da:	Monica Dalsass
Approvata da:	Paolo Terragni
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### Storia delle Revisioni

Data	Revisione	Redatta da	Approvata da	Descrizione modifica
05.04.2024	0.0	MD	PT	First draft



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### Introduction

Com.Int.El. is a constantly evolving company in a world that, fortunately, demands more and more attention and commitment to sustainability.

Sustainability is a very broad and varied concept to indicate social, economic and environmental well-being that will not affect the quality of life of the next generation.

Com.Int.El. wants to start on the path to being a sustainable company, both to remain competitive in the market and because it believes and supports the values of sustainability. In fact, Com.Int.El.'s behaviour is already marked by sustainability, but it needs to be made official and *shared*.

For this reason Com.Int.El. has decided to start from its base: the people as the foundation of the company.

This code of conduct is a set of guidelines and rules that establish behavioural expectations for employees and includes Com.Int.El.'s principles. Employees are defined as all persons who are part of the company.

Com.Int.El. srl

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## **Code of Conduct of Com.Int.El. srl**

### **1. Compliance with laws, rules and regulations**

Com.Int.El. and its employees must comply with the law without exception.

### **2. Ethics**

Com.Int.El. does not accept discrimination on the basis of gender, age, sexual orientation, religion, ethnicity or any other grounds. Com.Int.El. does not exploit child labour. Employees within the company must act in an honest, ethical and transparent manner and each person must be treated with respect; no form of mobbing or bullying is tolerated. If an employee believes to be a victim of any form of discrimination, he or she is encouraged to report it to his or her superior.

### **3. Anti-trust and corruption**

Com.Int.El. respects the antitrust laws for free market competition. Com.Int.El. does not accept or condone any form of bribery to benefit customers or suppliers.

### **4. Environment**

Com.Int.El. adopts all compulsory practices to protect the environment and minimize the impact of its operations on the environment.

### **5. Confidentiality**

Employees shall protect the confidential information of the company, customers and suppliers and not disclose it to unauthorised third parties.

### **6. Health and Safety**

Com.Int.El. is committed to providing a safe and healthy working environment. Employees must comply with safety regulations and operating procedures; the company provides them with basic PPE, suitable equipment for carrying out their duties and mandatory training courses. Com.Int.El. guarantees salaries commensurate with their role and in line with the national working contracts. Employees have the right of association.

### **7. Behaviour**

Employees must behave in a professional and respectful manner towards colleagues and third parties and treat company property with care.

Communication between people shall be clear, respectful and understandable to all. Employees must avoid conflicts of interest with the company and prevent their personal interests from conflicting with the company. If this is the case, the employee is encouraged to report it to the management.