



**CASINGHINI ENERGIA SRL**

**CODE OF ETHICS**

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## 1 PURPOSE

Casinghini Energia srl has been operating in a fully independent way since the end of 2003; it is a young company whose wide and precious experience in the energy recovery field however dates back to the 1930s.

Efficiency, quality, safety and respect for the environment: these are the foundations of our activity. Passion for excellence, enthusiasm, innovation, professional development and evolution, attention to the health and safety of the workers and the environment, transparency and acting responsibly: these are the main values that inspire and guide our whole work.

## 2 OBJECTIVES AND APPLICATION FIELD Stakeholder (consumers, suppliers, employees...)

With this Code of Ethics (hereafter referred to as the "Code") Casinghini Energia srl intends to set forth the general conduct and behaviour principles and the whole set of values that are essential for the company in order to ensure the proper operation, respectability, compliance with the laws and regulations as well as the credibility of the company itself.

The Code is destined to all components of Casinghini Energia srl: members of management and monitoring bodies, partners, employees, collaborators, suppliers, and in general to all those operating in the name and on behalf of the Company for any title whatsoever without any distinction or exception (also referred to as the "Addressees of the Code" or simply the "Addressees").

The personal liabilities of the addressees include, but are not limited to, the application of this Code. Once informed, the Addressees shall not invoke in the defence of their non-fulfilment the lack of knowledge of the Code or the receipt of contrary instructions from any hierarchical level or contact person whatsoever of Casinghini Energia srl.

## 3 ETHICAL STANDARDS OF BEHAVIOUR

The Directors, Partners and all Addressees of this Code shall adopt a behaviour inspired to honesty, fairness, conscientiousness as well as to personal loyalty, in compliance with the laws, avoiding any misuse of their position with the aim of taking illicit advantages for themselves or for others.

### Transparency and correctness of the information

All Addressees shall ensure the utmost clarity and integrity of the information, whether oral, paper or digital information, that is used to carry out their activities, each Addressee for its own application field and duty.

People who take part to the composition of data included in balance sheets, reports and social communications: all these Addressees shall keep a right and honest conduct, as well as comply with the laws and regulations in force in order to always give reliable and exact information.

### Honesty and professionalism

The Addressees shall comply with the laws and regulations in force in the Countries where they operate in the name and on behalf of Casinghini Energia srl in a conscientious way and within their area of competence.

They must strictly adhere to the company procedures and regulations, the Code of Ethics and other policies of Casinghini Energia srl.

A dishonest conduct cannot justify in any way the pursuit of the interests of Casinghini Energia srl.

The Addressees shall ensure professional contributions in accordance with the tasks assigned and shall protect the authority and reputation of Casinghini Energia srl. All the Company's activities shall be carried out with the utmost responsibility and competence.



### **Confidentiality**

The Addressees of this Code shall not use any confidential information for purposes diverting from the execution of their activity.

Moreover Casinghini Energia srl grants the utmost discretion on the information it possesses and refrains from searching confidential data, except after express and conscious authorization in accordance with the laws in force.

### **Impartiality**

Casinghini Energia srl refrains from any discrimination for reasons of age, gender, health, race, nationality, political opinions and religious beliefs of its interlocutors in its choices guiding its relationships with stakeholders, in the management of its staff and in the organization of its work, as well as in the choice of its customers, in the selection and management of its suppliers and in its relationship with the community and the institutions representing it.

### **Environment protection**

Casinghini Energia srl intends to manage informative reports and communications as well as conduct its investments and activities in an honest and clear way, which is sustainable for the environment and complying with the laws in force concerning the right to health.

### **Health protection**

To protect the future generations Casinghini Energia is committed to preserve the environment, that it considers as a primary good, and organizes its activities balancing economic initiatives with unavoidable environmental requirements, not only in order to comply with the laws in force, but also taking into consideration the evolution of scientific research and the best experience in this field.

In order to preserve the environment, to protect its health and safety as well as the health and safety of colleagues and third persons, the staff of Casinghini Energia srl shall contribute to prevent any risk in its own area of competence.

## **4 SANCTIONS**

The compliance with the Code of Ethics is an integral part of the agreements regulating the working relationships inside Casinghini Energia srl.

Any breach of this Code by employees and/or directors shall cause the adoption of disciplinary measures proportioned to the seriousness or recidivism of the failure or the level of misconduct, according to the legislation as per art.7 of Law no. 300 dd. 20<sup>th</sup> May 1970 and the provisions included in the applicable employment contracts.

The compliance with the provisions of this Code also applies to temporary workers.

Suppliers, collaborators and external consultants violating the provisions of this Code will be sanctioned with the termination of the contracts in force with them. Moreover Casinghini Energia srl will have the faculty to claim compensation for any damage occurred as a consequence of such behaviours.

## **5 IMPLEMENTATION INSTRUMENTS**

This Code shall be divulged with the delivery of a paper and/or digital copy to all those concerned, with its posting on Casinghini Energia srl website and with any other means suitable to ensure a widespread distribution of the same.

The Code shall be made known to employees, intermediaries and collaborators Casinghini Energia srl has ongoing business relationships with, and in any case to all those entering into contact with the Company itself.