



N·PLUS·T
KNOWLEDGE AND TECHNOLOGY

CODE OF ETHICS

The whole of our shared values is a value itself!

Our values are set on parameters of participation, valorization, respect, solidarity, foresight and responsibility.

We are willing to conform ourselves to the highest behaviour standards, contributing to build common good by assuming the following commitments:

- ✓ **TOWARDS CUSTOMERS:** following standards of quality, innovation and excellence; taking on responsibility acting with personal and company honesty; respecting the agreements; pursuing a long lasting trust relationship.
- ✓ **TOWARDS COMPETITORS:** pursuing a loyal behaviour; respecting the rules of competition.
- ✓ **TOWARDS SUPPLIERS:** selecting them according to requirements of professionalism and the sharing of main values; respecting the agreements made on a basis of mutual trusting; following the criterion of fair exchange according to the efforts and the collaboration offered.
- ✓ **TOWARDS PARTNERS:** acting with the fullest business and personal transparency; preserving reliability and trust and exchanging opportunities in a perspective of reciprocity.



- ✓ **TOWARDS OUR EMPLOYEES:** acting in the most total respect of people and cultures; giving equal opportunities with no difference of sex, religion, culture or status; condemning the direct or indirect exploitation of juvenile working; operating in a perspective of remuneration equity; granting safety, health and well-being in the working place; offering added services to ease the working performances; promoting and contributing to their professional growth.
- ✓ **TOWARDS ENVIRONMENT:** acting in the fullest respect of the environment; preventing environmental risks; taking into account energy saving; properly using raw and recycled materials; striving for a correct garbage disposal and the reduction of polluting emissions; using innovative technologies to reduce the impact on environment.
- ✓ **TOWARDS OUR TERRITORY:** promoting economic and occupational development; respecting and combining the interests of its business with that of the community by having a hand at different aspects of social life: culture, sport, school, charity and solidarity.
- ✓ **TOWARDS PUBLIC ADMINISTRATION:** promoting and respecting democratic institutions; participating in local development policies; respecting the laws and refusing and condemning bribery and corruption.

THE COMPANY GRANTS ITS POLITICAL INDEPENDENCE, EQUAL DIGNITY AND PARTICIPATION TO ITS PARTNERS LETTING ALL TAKING PART TO ITS LIFE AND PROMOTING THE SHARING OF COMPANY IDENTITY.