



## Code of Ethics



**Legality:** Peen Service, in addition to the organizational, management and control model provided for by Legislative Decree 231/01, adopts a series of protocols, policies and procedures aimed at reducing the risk of possible illicit activities occurring in the exercise of its business.



**Workers' protection:** Peen Service recognizes the importance of the safety and psychophysical well-being of workers, guarantees the right to respect for working hours and fair remuneration, repudiates any form of modern slavery and adopts all measures aimed at guaranteeing and protecting health and integrity within company premises and in the execution of work duties.



**Security and protection of personal information and data:** Peen Service guarantees the protection of privacy and confidentiality of information – especially that of its customers – and processes personal data in accordance with the principles of Reg. (EU) 679/16 (GDPR).



**Research and innovation:** Research and innovation constantly guide Peen Service in seeking new solutions for the benefit of its customers, employees, collaborators, consultants and suppliers.



**Respect for the environment:** Peen Service carries out its business in the most eco-sustainable way possible, raising awareness among employees, collaborators and consultants and considering it as a criterion in the selection of its suppliers.



**Prohibition of discrimination:** Equality and equal opportunities are essential values for Peen Service, both in terms of relationships with its employees and in terms of selecting its suppliers.



**Anti-corruption:** Peen Service is firmly against any corrupt practice, both public and private, and consequently raises awareness among all employees, collaborators and consultants.



**Absence of conflict of interest:** the existence of potential situations of conflict of interest on the part of employees, collaborators and consultants must be immediately communicated to Peen Service so that it can be appropriately assessed.