



CHARTER OF GENERAL ETHICAL PRINCIPLES

PRELIMINARY CONSIDERATIONS

The General Ethical Principles listed below are part of the **cultural baggage** – taken to mean the corporate culture – that needs to inspire every employee in his or her work activities.

In addition to **internally fostering** these principles, the company should also work to encourage their adoption outside the company becoming a **promoter**, together with the other participating companies, of an initiative that takes its momentum from the values of Transparency International Italia and that is fully **endorsed** and promoted by means of the Business Integrity Forum.

1. COMMITMENT

Respect for the law and the principles of integrity, transparency and anti-corruption represent the first pillar on which to found a **responsible company**. Publicly encouraging these ethical principles reinforces their value and their ability to influence beyond just compliance. Subscribing to this **Charter of General Ethical Principles** will have no value, nor inspire other business partners to emulate your position, if it is not fully internalised, shared and applied. That is why we acknowledge the importance of organising specific times and events to inform people and raise awareness, and of inducting new employees in the Charter at the moment they are hired.

[READ MORE >>](#)

>> READ MORE

2. INTEGRITY

Moral integrity, honesty and rectitude are the principles that inspire us **in our daily work activities** and act as a guiding light.

3. TRANSPARENCY

Transparency, or opening up the organisation, and the communication of data and **information relevant to the community**, is a fundamental principle. Since opacity and lack of clarity can be fertile ground for improper practices and behaviour, they should not, in any way, be considered appropriate.

4. ZERO TOLERANCE FOR CORRUPTION

We acknowledge that corruption – in any form it might take – is wrong and can have grave consequences and negative social, reputational, economic and civil effects: corruption can **impoverish a nation and severely damage those companies** operating within it. We therefore reject, in addition to all illegal behaviour, any act which, in any way, is counter to the principles of correctness and honesty, even if it involves negligible economic gains, such as small payments, gifts, or advantages awarded illegally with the aim of accelerating normal practice or obtaining favours.

5. CONFLICT OF INTEREST

We strictly and rigorously avoid creating a conflict of interest but, should one be created, we will manage it with a sense of **responsibility** and **transparency**.

6. FAIRNESS

Fairness towards colleagues, such as business partners, competitors and institutions, is reflected in proper behaviour that respects the principles of **fair competition**.

7. RESPONSIBILITY

We promote the utmost responsibility when performing any activity that might have an impact on our community and on civil society in general. Everything, it goes without saying, is to be done with the greatest respect for **human rights, safety** and the **environment**.

8. CULTURE OF LEGALITY

A work environment that respects the ethical principles applied, **reinforces in employees** the appreciation of, and support for, the company's values.