

ETHIC CODE



DEONTOLOGICAL CODE AND PRIVACY PROTECTION

The rules of ethics and company's direction of this document have been drawn up and publicized by EXPORTERIA Ltd in order to indicate the rules to which collaborators and / or employees must adapt and, as applicable, also all potential stakeholders who interact with EXPORTERIA Ltd.

It contains the system of values on which EXPORTERIA Ltd rests its ordinary activity:

Seriousness
Integrity
Value of human resources
Responsibility
Transparency
Efficiency

CORPORATE CODE OF ETHICS

The effectiveness and success of EXPORTERIA Ltd's action depend on the skills, abilities and commitment of all its human resources, but also on the level of accuracys, seriousness, self-discipline and personal integrity.

EXPORTERIA Ltd, in the exercise of its activities, aims at a progressive business growth based on the development of trusted relationships, as well as to establish, where possible, loyalty paths towards external users, in addition to protecting the rights of the interested parties, they are employees, collaborators, customers, distributors, companies, suppliers.

EXPORTERIA Ltd, therefore, has the following goals:

- provide quality services that meet the requests of potential customers in compliance with the standards of seriousness, transparency and efficiency;
- guarantee its collaborators and / or employees an environment that encourages teamwork, as well as the enhancement of individual resources;
- always act with a strong sense of responsibility;
- compliance with laws and rules

ACCEPTANCE AND COMPLIANCE WITH THE DOCUMENT

This Code of Ethics is binding for all collaborators and / or employees and for all those who for various reasons establish relationships with EXPORTERIA Ltd.

They are required to fully respect and comply with the principles of this document. Addressees are asked to take a look and to certify that they have read it, understood and received its content.

EXPORTERIA LTD COMMITMENT

EXPORTERIA Ltd undertakes to disseminate its Code of Ethics to its addressees and to update its contents, adapting it according to the evolution of the relevant regulations.

EXPORTERIA Ltd also undertakes to carry out the appropriate checks in the event that it is suspected that one or more of the addressees have failed to comply with the document, to adopt, once the violation has been ascertained, adequate sanctioning measures, respecting and protecting those who, possibly, may have provided information of possible non-compliance with the Code or the reference standards.

OBLIGATIONS FOR ADDRESSEES

The addressees of this document are obliged to refrain from conduct contrary to these rules, to promptly report to their superiors about incidents or situations of non-compliance with these requirements and to collaborate in the verification procedures.

In turn, the addressees are required to inform third parties about the obligations imposed by the Code, to demand compliance, as well as to implement actions within their competence in the event of their violation.

MORAL OF ETHICS AND CONDUCT

1) Employees policies

Human resources are essential for the activity and development of EXPORTERIA Ltd; competence, professionalism and integrity of collaborators and / or employees are fundamental characteristics for the pursuit of corporate objectives.

EXPORTERIA Ltd undertakes to put every collaborator and / or employee in the conditions of expressing their working potential, ensuring each worker is treated fairly, without any discrimination, but based on criteria of professional competence.

EXPORTERIA Ltd selects its collaborators and / or employees on the basis of transparency principles, without making any kind of discrimination (race, color, gender, age, religion, physical condition, marital status, sexual orientation, citizenship, ethnic origin, political affiliation or trade union or any other discrimination contrary to the law) offering a training course and remuneration appropriate to the profile.

EXPORTERIA Ltd promotes an internal mood in which workers interact with each other in mutual respect, with dignity and honesty. Each human resource, in turn, is required to carry out their duties with responsibility, honesty and diligence, in accordance with the guidance of Exporteria Ltd

Each collaborator and / or employee is required to avoid running into situations or carrying out activities of personal interest in the scope of their functions, considering the company's interests of absolute priority.

2) Confidential information and privacy protection

Confidential information relating to financial, marketing and strategic data of which the worker becomes aware must not be used or disclosed unless specifically authorized. EXPORTERIA Ltd is responsible for adequately protecting confidential information in order to avoid any improper use. Each collaborator and / or employee is required, upon collaboration and / or hiring, to sign a specific declaration of commitment to maintain confidentiality with respect to sensitive information and data. EXPORTERIA Ltd undertakes, in turn, to protect by any means at its disposal, the sensitive personal data of collaborators and / or employees and of all those who interact in various ways with the company, pursuant to Legislative Decree 196/03.

3) Safety

EXPORTERIA Ltd undertakes to guarantee the maintenance of the working environment in conditions of safety and health, adopting suitable measures to avoid or reduce the potential risks to health and safety, in full compliance with current legislation and to give appropriate instructions to the employees.

4) Respect for legality

EXPORTERIA Ltd conducts its activities in compliance with all national, European and international laws. For this, all collaborators and / or employees are required to comply with the regulations and honesty in the exercise of their functions and to promptly report to their superiors any violations that may be committed by colleagues or third parties with which ones they come into contact with during work.

5) Ethics towards third parties

Relations with any Public Administrations are carried out in full compliance with the laws and prescriptive rules for EXPORTERIA Ltd and the principles of correctness and transparency. EXPORTERIA Ltd refrains from putting into practice any form of corruption in order to pursue its business objectives or parts of them; collaborators and / or employees and all those who gravitate around EXPORTERIA Ltd are required to comply with this requirement.

6) Relations with suppliers

The choice of suppliers is made, in full integrity and independence, on the basis of objective evaluation parameters that refer to the quality criteria and execution times, as well as to the ethical criteria of the supplier and the products supplied. In any case, in the event that the supplier in carrying out its business adopts conduct that is not in line with the general principles of this Company Code of Ethics, EXPORTERIA Ltd is entitled to take appropriate measures up to preclude any other opportunities for collaboration.

7) Use of company resources and assets

The tangible and intangible assets of EXPORTERIA Ltd, including any form of intellectual property, are part of the company's assets; each collaborator and / or employee is required to take maximum care of the resources entrusted to him and therefore to operate with diligence and responsibility in order to avoid any damage or loss and to use these resources limited to the execution of corporate interests.