



Corporate Code of Ethics





Introduction

Sispa Sicurezza Incendio srl carries out its activities with the utmost transparency and ethics, with integrity and fairness, pursuing the statutory purposes in accordance with its corporate mission. Sispa Sicurezza Incendio mission is to pursue excellence in services and in extinguishing solutions and fire detection at the highest quality standards, enhance skills and technological innovation, strong strategic partnerships with leading players in the security market and extinguishing fires with aerosols, to create value and customer satisfaction and professional growth of the collaborators. The Code of Ethics sets out clear rules of conduct for our profession. It provides behavioral and ethical framework on which we base our decisions. The Code is rooted in our values and principles and is the foundation of everything we do. Meeting the commitments contained in the Code of Ethics, we transfer to all those we work with a clear message about the strength of our commitment to observe ethical behavior. The Code of Ethics is a tool adopted in order to express and to apply the principles of “business ethics” that Sispa Sicurezza Incendio srl recognizes as its own and with which compliance by all employees. This instrument, in fact, identifies the set of values that constitute the social ethics, the guiding principles and the basic guidelines to be followed by social activities and the conduct of all those to whom the Code is intended, within their respective competences and in relation to the position held in the organization. The Code is the official document that established ethical principles that Sispa Sicurezza Incendio respects, in which it reflects and to which line you have to adjust all the parties with which it operates. See below for our ideas and our way of acting in relations with: people, customers, outside.

Relationships with people

Sispa Sicurezza Incendio srl acts respecting the fundamental rights of every individual, protects their moral integrity and ensuring equal opportunities. Therefore, in the interior, Sispa want to maintain a peaceful working environment in which everyone can work within the laws, principles and shared values.

Sispa Sicurezza Incendio does not tolerate any form of isolation, exploitation or harassment for any discriminatory ground, for personal reasons or business by any contributor to another collaborator.

It is prohibited any kind of discrimination based on differences of race, language, color, creed and religion, political affiliation, nationality, ethnicity, age, gender and sexual orientation, marital status, disability and physical appearance, economic and social status; They are prohibited concessions of any privileges connected to the reasons listed above, except as provided by law.

Sispa Sicurezza Incendio enables, as its fundamental value, the maximum fairness in all relationships both inside and outside the company, ensuring true to their word, the promises and the covenants, even in the absence of written evidence.

Each collaborator must be aware that the achievement of the objectives is directly proportional to the sense of responsibility and loyalty invested. This Code, therefore, not only aims to establish a set of rules of conduct necessary to meet the demands of a healthy work ethic, but constitutes tangible proof of the desire to invest in a personal moral growth and awareness of each individual collaborator.

Sispa Sicurezza Incendio offers to all its Associates adequate tools and opportunities for professional growth.

It considers learning and training a permanent acquisition model, whereby it is possible to reach knowledge, understanding and effectively interpret the change, acquire new ideas, improve productivity, develop a personal growth and overall business.

For this purpose:

We build relationships between us on the basis of trust and common belief that each of us will take a personal and professional level, the commitment to do what is right.

We are committed to communicating with honesty and loyalty.

We pledge to work in heterogeneous groups and we personally take responsibility towards the other members of the group for the contribution we make.



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We rely on one another in rendering quality services to our customers and for our individual development.

We pursue integrity, respect and teamwork.

We consult each other and we take into consideration the views of those who are different from us, as well as those who question our point of view.

Risk casting, then, our relations on mutual respect and the establishment of an open and tolerant environment, free from prejudice, discrimination and intimidation.

We encourage and support the professional development of our colleagues, we promote their personal success and their continued learning.

We receive and provide feedback regularly, frankly, constructively and positively recognize the successes.

We are aware that each of us has a duty to keep up to date professionally, as well as the sharing of best professional practices.

Customer relations

Sispa Sicurezza Incendio is committed to maintaining a strong tie between its mark and ethical dimension of quality offered by its staff, believing that this pair of values should proceed in unison the face of innovation. Compared to ethics in business conduct and corporate activities, Sispa Sicurezza Incendio bases its actions on the respect of basic principles, such as transparency and clarity of information, integrity, legality, respect for people's dignity and loyalty. In particular, the formulation of any specific contract to the contractor to behave in all foreseeable circumstances, in a comprehensible and transparent. Sispa Sicurezza Incendio ensures the confidentiality of any information in its possession and refrains from seeking confidential data, except in cases of express and informed consent and compliance with applicable legal standards. The Co-workers, even after any termination of the employment relationship, should not disseminate, or make other unauthorized use of the information acquired within the company. All confidential information should only be used for institutional purposes and in any case so that the person does not bear any harm economic or moral.

For this purpose:

We commit ourselves as professionals to be constantly up to the trust placed in us by customers. We are committed to providing quality services that reflect our professional skills and are tailored to the specific problems and needs of our customers. We are resolute and courageous in comparison with customers and we are not afraid to communicate information other than their expectations. We support our staff and give up working with customers that put our people under undue pressure or threaten the exercise of their professional duties. We demand that the hours actually worked and expenses are accounted. We are aware that our competitive advantage is achieved through the excellence of our professional performance and quality of our services. We compete with strength and vigor, and we recognize the need to maintain honesty in our competitive behavior. We reject in all circumstances illegal or unethical professional practices. We do not offer incentives or personal benefits to ensure the assignments. Use and share the wealth of internal and external knowledge in accordance with the Sispa Sicurezza Incendio procedures, legal and professional obligations.

External relations

Sispa Sicurezza Incendio respects the standards and the rules that govern our profession and actively collaborates with the occupation of our control and supervisory authorities to ensure that our rules and professional practices are constantly aligned to the changing needs of the market.

Sispa Sicurezza Incendio considers fundamental and inalienable value on betraying with clarity, fairness and diligence corporate image in all communications and in all external relations. It is constantly striving to establish communication correct conditions, where you cannot tell a lie, manipulate the current state data and on expectations of technology development, in order to avoid not only of causing potential interlocutor false evaluations, but even simple incorrect expectations.

Sispa Sicurezza Incendio undertakes to spread and consolidate a firm culture and environmental awareness, always working in compliance with the laws in force and applying the best available technologies.

The principle to which Sispa Sicurezza Incendio is inspired stems from the desire to create, deliver and maintain a healthy environment within the company, to extend it to the broader concept of preserving the environment for future generations.

Sispa Sicurezza Incendio, in fact, plans the development of its activities valuing the natural resources and promoting initiatives to spread environmental protection.

Collaborators are required to comply with applicable laws and regulations, with the Code of Ethics and with the internal company regulations, applying them honestly and loyalty.

For this purpose:

We operate in accordance with the laws, regulations and practices that apply to our professional activities. We support the name Sispa Sicurezza Incendio. We do not misunderstand the position that Sispa Sicurezza Incendio takes on professional topics or other materials. We promote once a confrontation culture. We deal with ethical issues, and we consult to resolve them. We do not shy away or ignore the critical issues. We manage our daily activities in respect for the environment. We avoid waste and unnecessary consumption of resources. We know and apply the Sispa Sicurezza Incendio Policies & Procedures.

Sispa Sicurezza Incendio srl is certain that the Code of Ethics will strengthen a solid and loyal cooperation with Employees and Customers, which reflects the corporate culture and the fundamental values of our company.