

OVERVIEW

To meet the Company responsibility, Pedrotec srl is obliged to conduct its own activity in proper and correct ethic way, and to operate with full integrity.

The following Code of Ethics is then adopted and includes the following:

Business Integrity

Pedrotec srl is not practicing or tolerating any type of corruption or misappropriation and is committed not to offer or receiving commissions or other illegal payments to their customers or partners and suppliers; Moreover is not offering to customers or partners, presents or personal benefits that can be a direct consequence of their business relations.

Market Competition

Pedrotec srl is committed to follow all current antitrust laws and rules.

Market competition, must be conducted by principles of loyalty, fairness and propriety, as a factor of improvement of “products and services”.

Privacy and Intellectual Property

Pedrotec srl is committed to protect and use in the correct way all confidential informations received and ensure that privacy and intellectual property rights of the trade partners, customers and suppliers are properly protected.

Identification of suspect and/or Irregular practices

Pedrotec srl is committed to give to employees and partners support and tools to individuate and eventually report suspicious acts and potentially illegal activities inside the company.

All reported events are to be considered confidential, reported events have to be evaluated and corrective actions will follow if necessary.

Job regulation

Pedrotec srl is committed to protect the human rights of all its employees with a fair and dignity.

Moreover is not tolerating any kind of child work within their supply chain as per OIL and UNGB organizations.

Differencies & Integration

Equal and uniform treatment of all employees will be a basic and fundamental principle of company policy independently of age, race, religion and sexual orientation.

The company will not accept customers, suppliers, and subcontractors that is not following the same principles

Quality, Health, safety, environment

The Company is committed to provide to personnel a safe and healthy working environment.

Privacy

Privacy protection of the personnel is assured by the company and no personal informations of any kind will be shared without prior acceptance of the parties.

Requests for informations that concern private life of employees and partners are strictly forbidden.

Employees and partners are not allowed to divulge company informations without company permission, all informations not of public domain have to be treated as confidential