



The **Code of Conduct** reported on these pages covers the principles and values that NC Technologies (hereinafter called “NCT”) accepts and follows and the responsibilities that the Company recognizes inwards and outwards.

The principles and values stated by NCT Company guidelines concern the following points:

- *In its relationships with partners*: NCT ensures transparency in the development of its activities to its present and future partners;
  
- *In its relationships with Employees*: NC Technologies S.r.l. is committed at offering to all its employees the same job opportunities, as in compliance with the applicable bylaw and collective agreement – so to ensure to all employees fair working regulations and salaries, based upon the individual competences and merits, with no discriminatory acts. For what concerns healthcare and safety issues, NTC promotes all those commitments, policies and/or operational projects that are intended to prevent and overcome any fraudulent or culpable behaviour that might bring to direct/ indirect damages to personnel and/or to company’s things or estate. NTC does not tolerate bothersome or mobbing attitudes within the company’s rooms or outside them. All NTC employees are required :
  - To avoid conflicts of interests;
  - To operate in good faith and great care;
  - To protect any company’s restricted confidential information in compliance with own’s privacy rules;
  - To take due care of the company’s properties employees are in charge of.
  
- *In its relationships with Customers*: NCT ensures full satisfaction to customers as related to its services and products, observing all those practises commonly used as safeguard to fair competition.



- *In its relationships with Suppliers*: NCT bases its behaviour towards its suppliers and partners on fairness and transparency, by preserving the values and principles of this **Code of Conduct**;
- *Accountancy & bookkeeping* : NCT is provided with an accountancy and bookkeeping system that correctly represents the company's management operations and is capable to give all the filing instruments aimed at identifying and solving, whenever possible, those risks of financial and operational nature, or any frauds that may damage the Company – or damage third parties. The accountancy correctness is based on truth, on accurate and complete information data. The handling data are fairly represented and promptly reported in the bookkeeping entries;
- *Care to Environment*: NCT take heart to its customers' satisfaction and the company' well-being, by observing the territory regulations in terms of quality criteria, ecological sustainability and technological innovations;
- *Public Administration*: NCT assures that all its operations involved with Public administration shall be treated with clear and fair regulations , so that all the information and the decision-making processes in business relationship can be traced and controlled, if required. The above mentioned business relationship are exclusively reserved to the company's appointed personnel – according the company's organization charts and the approved guidelines;
- *Surveillance and Judicial Authorities*: NCT operates in compliance with the current Laws and fully cooperates with the prescribed Authorities whenever required, to supply them with exhaustive and fair and correct information to Justice Authorities;
- *Parties Trade Unions and Agencies*: NCT does not grant dues or contributions of any kind to political parties, committees, political or union organizations, including to their representatives or candidates – both in Italy and abroad . The only contributions allowed are the ones due according to the prescribed social security regulations;



- *Financing from Public Bodies*: NCT ensures that no advantage shall be taken from Public Bodies financing apart from the relations arising from the lawful implementation of contractual clauses, and/or disbursements of any nature, obtained by licit practices.

The observance of the above reported **Code of Conduct** is of primary importance to NCT reliability, good management and reputation. Violation of these directions implies sanctions or anyhow disciplinary measures being taken, even regardless of a crime being committed and of the development and results of any penal proceedings by the Court authorities.