



Ethical code

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Introduction

PickUp Service S.r.l. (hereinafter the Company), in order to clearly and transparently define the set of Values which inspire it to achieve its objectives, has prepared the Code of Ethics, the observance of which is essential for its correct functioning, reliability, its reputation and image, and whose principles form the foundation for its current and future success and development. The Company's approach is based on an ethical vision of the company which owes its long-term success to the logic of enhancing the Customer, the supplier and the staff.

The entrepreneurial logics that move the Company's activity are not those of maximum profit, but those of continuous improvement: the entrepreneurial need for profit is seen as the result of the good work of the Company.

It thus follows that the Company's activities must therefore comply with the principles expressed in this Code of Ethics.

The Company recognizes the importance of ethical and social responsibility in the conduct of business and corporate activities and undertakes to respect the legitimate interests of its stakeholders and the community in which they operate. At the same time, it requires all employees and all those who cooperate in running the business to comply with the company rules and precepts established in this Code.

Art.1 Mission and ethical vision

PickUp Service S.r.l. (hereinafter the Company), in order to clearly and transparently define the set of Values which inspire it to achieve its objectives, has prepared the Code of Ethics, the observance of which is essential for its correct functioning, reliability, its reputation and image, and whose principles form the foundation for its current and future success and development. The Company's approach is based on an ethical vision of the company which owes its long-term success to the logic of enhancing the Customer, the supplier and the staff.

Art.2 Application of the code

The principles and provisions of the Code of Ethics are binding for directors, employees and all those who work with the Company on the basis of a contractual relationship, even temporary. All the aforementioned subjects are collectively defined below as "recipients" and therefore are required to be inspired by the principles of the Code.

In setting the objectives, in proposing investments and in carrying out the projects, as well as in any decision or action relating to the management of the Company, all the subjects involved must be inspired by the same principles, thus reinforcing the cohesion and the spirit of mutual collaboration, both towards third parties who come into contact with the Company.

Employees and non-subordinate collaborators, as well as partners in business relations and all those who have long-term contractual relationships with the Company, are required to adapt their behavior to the provisions of the Code. In order to ensure correct understanding of the Code of Ethics, periodic communication plans are prepared and implemented to promote awareness of the principles and ethical standards in the Code.

Art.3 Principles and reference standards

Respect for the law

The Company recognizes compliance with the laws and regulations in force in all the countries where it operates as an essential principle.

Honesty and fairness

Relations with stakeholders are based on criteria and conduct of correctness, collaboration, loyalty and mutual respect. Honesty represents the fundamental principle for all the Company's activities and constitutes an essential element of company management.

Centrality of the person

The Company promotes respect for the physical and cultural integrity of the person. It guarantees working conditions that respect individual dignity and safe working environments. It does not tolerate requests or threats aimed at inducing people to act against the law and the Code of Ethics, or to adopt behaviors that are harmful to the beliefs and moral and personal preferences of each. The Company supports and respects human rights in accordance with the UN Universal Declaration of Human Rights.

Sharing

The Company seeks to fully play its role in stimulating the sharing of information, knowledge, experience and professional skills both within the company and, where appropriate, externally.

Teamwork

Teamwork and a sense of common goals pervade all of the Company's activities due to the awareness and belief that the Company's success depends on teamwork at every level of the internal organization, which is capable of creating new value.

Impartiality and equal opportunities

The Company undertakes to avoid any discrimination based on age, gender, sexuality, state of health, race, nationality, political opinions and religious beliefs, in all decisions that affect relations with its stakeholders.

Transparency and completeness of information

The Company undertakes to inform all stakeholders in a clear and transparent manner about its situation and its performance, without favoring any interest group or individual, through the assigned functions.

Prohibition of possession of pornographic material

The Company strictly prohibits the possession of pornographic material on IT or paper media, in the premises where the Company's business is carried out, in the companies entrusted with contracts and processes or in any other place attributable to the Company.

Accounting records

All transactions and operations carried out must be properly recorded and it must be possible to verify the decision-making, authorization and execution process. For each operation there must be adequate documentary support in order to be able to proceed, at any time, with the execution of checks that certify the characteristics and reasons for the operation and identify who authorised, carried out, recorded and verified the operation itself.

Confidentiality of information

The Company ensures the confidentiality of the information in its possession and compliance with the legislation on personal data. All the information available is treated in compliance with the confidentiality and privacy of the interested parties. In this regard, each employee must: I. acquire and process only the data necessary and directly connected to its functions; II. keep said data in such a way as to prevent unrelated third parties from gaining knowledge of it; III. communicate and disclose the data within the established procedures or with the prior authorization of the person delegated to do so; IV. determine the confidential nature of the information in accordance with the provisions of the related procedures; V. make sure that there are no constraints of confidentiality by virtue of relationships of any kind with third parties.

Prevention of conflicts of interest

The companies awarded contracts and works must operate in order to avoid situations where the parties involved in the transactions are, or may appear, in conflict with the interests of the companies themselves. By way of example, but not limited to, the following constitute a conflict of interest: I. the co-interest - evident or hidden - of the employee in the activities of suppliers, customers, competitors; II. the exploitation of one's functional position for the realization of conflicting interests with those of the company; III. the use of information acquired in the performance of work activities for one's own benefit or that of third parties and in any case in contrast with the interests of the company; IV. the performance of work activities of any kind (services, intellectual services) for customers, suppliers, competitors and/or third parties in conflict with the interests of the company.

Corporate Governance

The Company creates the conditions for the participation of shareholders in decisions within their competence to be widespread and aware, promotes equality and completeness of information and protects their interests. The corporate governance

system adopted complies with the provisions of the law and is mainly aimed at: I. ensure the regularity of management operations; II. control risks; III. achieve maximum transparency towards the company's stakeholders; IV. meet the legitimate expectations of shareholders; V. avoid any type of transaction to the detriment of creditors and other stakeholders.

Human resources

The Company recognizes the centrality of human resources and the importance of establishing and maintaining relationships with them based on loyalty and mutual trust. All employees and collaborators have equal dignity, everyone deserves to always be treated with the utmost respect and politeness, in full respect of their duties, responsibilities and personal history. Therefore, the management of employment and collaboration relationships is inspired by respect for workers' rights and the full valorisation of their contribution with a view to promoting their professional development and growth. The companies awarded contracts or processes by the Company also undertake to consolidate and disseminate a culture of safety, developing risk awareness, promoting responsible behavior by all employees and collaborators, in order to preserve their health and safety.

Prevention of child labour

The Company does not accept child labor. All necessary measures must be taken to avoid child labour, always in the best interests of the child. The companies entrusted with contracts or works by the Company will not use child labor and will introduce the appropriate measures to ensure that child labor is not used in any activity or facility in which they operate. The Company and the companies awarded contracts or processes will comply with the UN Convention on the Rights of the Child (1989), as well as all national and international rules, regulations and provisions.

Customers

The style of behavior towards customers is based on availability, respect and courtesy, with a view to a collaborative and highly professional relationship. Consistent with the principles of impartiality and equal opportunities, the companies entrusted with contracts or processes by the Company undertake not to discriminate arbitrarily against their customers, to provide high quality products and services that meet the reasonable expectations of the customer and protect their safety and safety; to be truthful in advertising, commercial or any other kind of communications.

Providers

Purchasing processes are based on the search for the maximum competitive advantage, the granting of equal opportunities for each supplier, legality and impartiality. The selection of suppliers and the determination of the purchase conditions are based on an objective evaluation of the quality, the price and the ability to supply and guarantee services of an adequate level.

Environment

The Company contributes constructively to ecological sustainability in all its activities, in consideration of the rights of future generations. Therefore, the strategies and operational management of the companies awarded contracts or processes by the Company must be based on the principles of sustainable development, with constant attention so that the performance of the activities is carried out with respect for the environment and public health, in compliance with national and international directives on the subject.

Collectivity

The Company is aware of the effects of its activity on economic and social development and on the general well-being of the community and pays attention, in its work, to reconciling their interests. For this reason, it intends to conduct each activity with respect for local and national communities.

The Company believes that dialogue with associations is of strategic importance for the correct development of its activities and intends to cooperate with them in respect of mutual interests. As regards relations with political parties, their representatives or

candidates, the Company strictly adheres to compliance with the applicable regulations. The Company and the companies awarded contracts or works favorably consider and, if necessary, provide support to social and cultural initiatives also through contributions to foundations whose activities are aimed at promoting the person and improving the quality of life. These contributions must be disbursed in a manner strictly compliant with the law and provisions in force and adequately documented.

Public Administration and Guarantor Authorities

The assumption of commitments towards the Public Administration and Public Institutions is reserved exclusively to the responsible and authorized corporate functions, in compliance with the most rigorous observance of the applicable legal and regulatory provisions and they cannot in any way compromise the integrity and reputation of society. For this reason, the documentation relating to contacts with the Public Administration must be collected and kept. The companies entrusted with contracts or work by the Company, through their employees or representatives, must not promise or offer to public officials, public service officers or employees in general of the Public Administration or other public institutions, money, goods or other utilities of various kinds in order to promote and favor their own interests or the interests of the Company, or even to compensate or repay for an act of their office or to achieve the execution of an act contrary to the duties of their office. Acts of commercial courtesy, such as gifts or forms of hospitality, or any other form of benefit (even in the form of donations), are permitted only if of modest value and such as not to compromise the integrity and reputation of the parties and not to be interpreted, by a third party and impartial observer, as acts intended to obtain advantages and favors improperly. In any case, these acts must always be authorized and adequately documented. Any direct activity, or even through a third party, aimed at influencing the independence of judgment or at ensuring any advantage to the Company is prohibited.

Art.4 Sanctioning provisions

Compliance with the provisions of the Code of Ethics must be considered an essential part of the contractual obligations of employees pursuant to and by effect of article 2104 of the civil code. Violations of the rules of the Code of Ethics may constitute a breach of the primary obligations of the employment relationship or a disciplinary offence, in compliance with the procedures set out in Article 7 of the Workers' Statute, with all legal consequences, also with regard to the preservation of the employment relationship work, and may result in compensation for damages deriving from them.

Compliance with the Code of Ethics must be considered an essential part of the contractual obligations assumed by non-subordinate collaborators and/or persons having business relations with the Company. Violation of the provisions of the Code of Ethics may constitute a breach of contractual obligations, with all legal consequences, including in relation to the termination of the contract and/or the assignment and may lead to compensation for damages deriving from the same.

The Company undertakes to foresee and impose, with coherence, impartiality and uniformity, sanctions proportionate to the respective violations of the Code and compliant with the provisions in force regarding the regulation of labor relations.

Art.5 Final provisions

This Code of Ethics, acknowledgment of company practice, is approved by the shareholders' meeting of the Company. Any variation of the same will be approved by the assembly itself and promptly disseminated to the recipients.



Pick Up Service