



## D.LGS. 231 – Code of Conduct

With Legislative Decree no. 231 of 8 June 2001 "*Discipline of the administrative responsibility of legal persons, companies and associations even without a legal personality*" (hereinafter, **Legislative Decree 231/01 or the Decree**) the Italian legislator introduced a form of responsibility of Entities which, although formally defined as administrative, is essentially criminal in nature.

In order to comply with the legislation and introduce suitable safeguards to minimize the risk of crimes being committed within the company, Gia s.r.l. has approved and adopted an Organizational Model pursuant to Legislative Decree 231/01 and has simultaneously appointed a Supervisory Body responsible for supervising and controlling the correct application of the Organizational Model.

Furthermore, the Company has also adopted the Code of Conduct, i.e. the document that contains the fundamental principles and rules of conduct constituting the cornerstones of the "business ethics", with which the actions of the Company and of all the subjects who, for various reasons operate there, comply. In particular, the Code of Conduct identifies the criteria of conduct aimed at observing the principles of legality, integrity and fair competition, equality, enhancement of human capital, health and safety at work, environmental protection, confidentiality, transparency.