

4 maggio 2013

## **Code fo ethics**

### **OUR GUIDING PRINCIPLES**

At Paul Cortese we take our business seriously. All our company activities are based on commercial integrity and business ethics. A strong sense of integrity is crucial to maintain credibility and preserve the trust of customers, trading partners, employees, shareholders and all other subjects concerned. One of our priorities is to set up a work environment based on transparency. The Code of Ethics that we have given ourselves represents our commitment to carry out business relations and communications with honesty and truthfulness. We expect our company to be managed by the principles in the Code of Ethics, which everyone in the company, from the Board of Directors to every executive and employee, is held to follow. Our Code of Ethics regards individual and collective responsibilities, as well as responsibilities towards employees, customers, suppliers, shareholders and all other subjects concerned.

### **RESPECTING EMPLOYEES AND PROTECTING HUMAN RIGHTS**

To protect human rights and promote fair employment conditions, workplace safety, the responsible management of environmental issues and high ethical standards, the Code of Ethics must be applied to the production process, the procurement of supplies and the activities supporting Paul Cortese products and services around the world. People employed by Paul Cortese should be sure that their fundamental human rights will be respected and that they will not suffer any physical or psychological effects due to their jobs. We recommend that all our employees be given the liberty to peacefully and legally adhere to any association they choose, and be entitled to collective bargaining. Paul Cortese does not condone child labour. No employee should suffer discriminations based on race, colour, gender, sexual preferences, marital status, pregnancy, maternity or paternity, religion, political opinions, nationality, ethnic or social origin, social status, disabilities, age, union membership, and so on. All employees should be informed about the basic terms and conditions of their employment. We recommend that employees having the same experience, efficiency and competence receive the same pay for the same work carried out by others in similar working conditions. Workers' health and workplace safety should always be given top priority.

## **RESPECTING LAWS AND REGULATIONS**

Paul Cortese follows all the laws and regulations concerning its business activities and promotes fair competition, which is fundamental for the development of commerce and innovation. All Paul Cortese employees should compete in the free market as strongly as they can, but always following the laws of the country where they are located.

## **PROTECTING THE ENVIRONMENT**

The protection of the environment is an important issue for us and for our stakeholders. Paul Cortese has been applying methods to minimize its environmental impact for years. Regarding the environment, our main goals are:

- to increase environmental awareness among employees;
- to continually improve our environmental performance;
- to achieve or exceed the requirements of environmental laws;
- to cooperate with suppliers in order to avoid environmental hazards;
- to actively communicate with all the relevant subjects in order to obtain constructive feedback.

Paul Cortese cerca di essere un membro responsabile della comunità in cui lavora. Ciò significa essere particolarmente sensibili alle problematiche sociali e ambientali e fornire una risposta adeguata alle richieste dei soggetti interessati.