



1) Non-compliance with laws, rules and regulations

Description: breaches that constitute civil, administrative, accounting or criminal offences or breaches of specific laws or regulations in force under Italian, European or international law.

2) Unfair competition or unfairness in business

Description: agreements with competitors to draw up business conditions of public offerings, establish general sales prices and other vertical agreements concerning the division of markets and customers, restriction on production or distribution or agreements pertaining to boycott practices of suppliers or customers.

3) Fraud and bribery

Description: fraud means any intentional deception to secure money or goods through pretence, intentional use of false documents or false statements. Bribery means any practice engaged in by executives, directors or managers who solicit or receive money or other benefits to perform acts contrary to their obligations.

4) Personal safety

Description: any situation in the workplace that may compromise the health, safety, and welfare of the company's employees, customers, suppliers or visitors.

5) Mobbing

Description: a form of abuse, i.e. a set of aggressive physical and/or verbal behaviours, exercised with a series of persecutory conducts - unlawful or even lawful if considered individually - that, with the intent of harassing, are carried out against the victim in a targeted, systematic and prolonged manner, directly by the employer or one of her/his proxies or even by other employees, subject to the managerial authority of the former.

6) Harassment

Description: undesirable verbal and non-verbal conduct with the purpose or effect of violating the dignity of persons and creating an intimidating, hostile, degrading, humiliating, or offensive climate for those subjected to it and attributable to age, ethnicity, nationality, social status, political opinion, religious belief, gender, sexual orientation, marital status, disability, or health.

7) Retaliation

Description: any form of discrimination involving actions against a person who has opposed an illegal practice concerning labour relations or who has filed a complaint, has testified or otherwise participated in an investigation, action, or legal proceeding relating to an employment discrimination issue.

8) Misconduct concerning receivers of reports

Description: the perpetrator one intends to report for an offence is a member of "AG"'s (Amer Group S.p.A.) Reporting Committee.