

# **Code of Ethics**

Since the company began, uncompromising integrity and professionalism have been the cornerstones of PV Eurosolution' business. In all that it does, PV Eurosolution supports and upholds a set of core values and principles. Its future growth depends on each of its team members, sharing these values and principles. The Code of Ethics sets the standard for how we work together and with our customers, suppliers and all third parties. In performing their job duties, PV Eurosolution's employees are required to always act lawfully, ethically, and in the best interests of the company.

## **Conflicts of Interest**

A "conflict of interest" exists when an employee's personal interest interferes with the best interests of PV Eurosolution. A conflict of interest may also arise from an employee's business or personal relationship with a customer, supplier, competitor, business partner, or other employee, if that relationship impairs the employee's objective business judgment.

## **Discrimination and Harassment**

PV Eurosolution provides equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind. PV Eurosolution works with colleagues of any nationality, culture, religion, race, gender and social class. In performing their duties, all employees shall maintain a conduct inspired by transparency and moral integrity and, in particular, by the values of honesty, fairness and good faith.

## **Health and Safety**

PV Eurosolution provides a clean, safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace by following safety and health rules and practices and reporting accidents, injuries and unsafe conditions, procedures, or behaviours. Employees must report to work in a condition to perform their duties, free from the influence of illegal drugs or alcohol.

### **Penalties**

The Company, through the bodies and officers expressly appointed for such purposes, shall impose, with consistency, fairness, and uniformity, penalties proportionate to the violation of the Code and in accordance with applicable provisions on the regulation of work relations.

The penalties for the Employees of the Company are consistent with the measures set forth in the National Collective Labour Contract for Employees of Trading Companies, Service Companies and Service Industry Sector (hereafter CCNL) and are detailed in the Model of organization, management and control adopted by the Company. Any breach will be notified promptly and in writing to the Management Board by anyone who becomes aware of the same. These offenses are punished by the competent bodies according to internal company rules and as expressly provided in the relevant terms of the contract, and in any case with the application of agreed penalties, which may include the immediate termination of the contract (pursuant to Section 1456 of the Italian Civil Code), without prejudice to the right to compensation of damage