



GASPERINI
WE SHARE IDEAS

www.gasperinieps.it

Ethical Code - Gasperini Eps



Index

Gasperini Mission Vision Values and purpose	3
Entrepreneurship, trust and responsibility Authenticity Respect Our collaborators	4
Sharing Definition of principles Principles	5
Prevention of corruption Conflict of interest Respect of the environment	6
Principles of behavior of administrative bodies Use of common assets Suppliers	7
Equal opportunities	8



Gasperini

Gasperini, a pioneer in the use of polystyrene, began working with this material in the 1960s, anticipating its potential. Over the years, the company has evolved, using polystyrene in innovative ways, creating its own branded products, and constantly investing in innovation. Today, the company is a service-oriented business, combining polystyrene cutting with design and prototyping. Through an in-house research and development area, Gasperini is capable of bringing projects and solutions to life for various production and industrial sectors.

Mission

We have embraced polystyrene ever since it was invented; we adapt it with creativity, technology and innovation to the most diverse needs of our customers, to protect them and their assets.

Vision

We want to be an active part of the change because we are aware of the impact of our actions, our work, our products, and therefore focus solutions and actions on the well-being of people, the integrity of goods, and the environment with a view to sustainability.

Values and purpose

We believe in sharing and inclusion. We feel a strong sense of responsibility towards the planet and those who work with us. We are constantly looking for mutually beneficial ethical solutions with our customers and suppliers. We believe in virtue and ethics. Our ethical principles lead us to always seek dialogue, using it as a basis for improving our knowledge and seeking new knowledge.



Entrepreneurship, trust and responsibility

Gasperini encourages the initiative of its collaborators in every way, aiming to build a relationship based on trust, transparency, and distributed responsibility.

Authenticity

The relationships of those who work inside or on behalf of Gasperini must be based on transparency and exemplary behavior. We seek and pursue values such as authenticity in every business context. We believe in people as unique and authentic entities.

Respect

The foundation of every collaborative relationship should prioritize respect for individuals and humanity as a whole, without distinction of any kind. We are aware that every action we take reflects on others, and for this reason, we respect people and the world around them.

Our collaborators

Each of our collaborators is unique in their diversity. With our collaborators, we constantly seek open and transparent dialogue. We believe that to achieve responsibility, the organization must empower its collaborators to make decisions and be considered as a living organism where each collaborator plays a fundamental role in the company ecosystem.



Sharing

We share all knowledge, with collaborators, suppliers, and customers, constantly seeking discussions to measure our ideas with the goal of improving our actions and projects. We share both successes and failures, understanding that the latter are necessary for the growth of our company and the people who comprise it.

Definition of principles

Gasperini commits to correct and impartial conduct, in compliance with all applicable regulations in every country where it operates.

Collaborative relationships are inspired by concepts such as ethics, integrity, and loyalty, and are maintained without any conflicts of interest, whether personal or corporate.

We collaborate with customers and suppliers aligned with our vision and in line with our principles.

Principles

Intellectual honesty, applied at every organizational level, is our guiding ethical principle. It ensures that all Gasperini activities are consistent with our vision and mission. In the context of our activities and roles, anyone acting on behalf of Gasperini is required to comply with national and community laws, regulations, or codes of conduct, whether internal or external to the company.



Prevention of corruption

Gasperini, in carrying out its activities, prohibits any action by or towards third parties that could undermine the impartiality and independence of the Company's judgment. To this end,

Gasperini strictly prohibits its collaborators from accepting money, gifts, or favors from third parties to obtain direct or indirect advantages for the Company.

Conflict of interest

Every decision and entrepreneurial choice made by Gasperini is made ethically and is not solely aimed at optimizing the annual financial statement. Optimizing it is linked to our ability to support our principles every day.

For us, a conflict of interest occurs whenever a collaborator pursues personal interests different from those of the company's mission and vision, whenever they personally benefit from the company's business opportunities, and whenever they act in contradiction to their fiduciary duties.

Respect of the environment

Gasperini and its stakeholders are committed to actively contributing to the protection of the environmental, social, and human heritage by constantly seeking a balance between economic goals and the essential needs of the community.

Our suppliers are evaluated and selected for their commitment to ethical processes and improvement methods in the production of raw materials.

We encourage and promote collaboration with companies that use products made or manufactured with methods designed to respect the environment and, where possible, oriented towards energy saving and productive sustainability, in line with the concept of the Circular Economy.



Principles of behavior of administrative bodies

Our collaborators with managerial functions are required to:

Actively engage in serving the purpose so that Gasperini and the entire organization can benefit from their specific competencies in an ethical and transparent manner.

Always prioritize Gasperini's vision and mission over personal interests.

The decisions of the ownership, which is always "at the service of the purpose" and actively collaborates in collective development, are based on pragmatism and common sense to ensure ethical, profitable, and balanced growth of the entire organization.

Use of common assets

Our collaborators are invited to behave responsibly and adhere to procedural rules for the use of common company assets, documenting their use when required.

Suppliers

Gasperini requires its suppliers, contractors, subcontractors, and external collaborators to respect ethical principles that refer to our company's mission and vision and to this document, the "ethical code."

In choosing suppliers, Gasperini, while aiming to achieve maximum competitive advantage, also takes into account the technical and economic capacity of its contractors, evaluating their ethical approach and reliability.

Relationships with suppliers and external collaborators are always regulated by specific contracts aimed at achieving maximum clarity and transparency.



Relationships with suppliers are based on the principle of good faith and trust in people. Suppliers must respect Gasperini's principles in all circumstances.

Gasperini emphasizes the following specific requirements that suppliers must accept:

- 1) Working with children is intolerable and unacceptable for us. Collaborators of any of our suppliers must not be younger than the legal minimum age and in any case must be at least 14 years old.
- 2) The workplaces of our suppliers must be dignified, healthy, and safe.
- 3) Each collaborator must receive a minimum wage in accordance with current regulations and legislation, and everyone must benefit from social advantages provided by law.
- 4) Working hours must comply with legal regulations; overtime must not exceed legal limits and must always be remunerated.
- 5) Freedom of association and the right to collective bargaining for workers must be respected.

Equal opportunities

Gasperini is committed to offering equal opportunities to all collaborators. The role and position in the company are determined by one's skills, will, and ability to assume positions of great responsibility in the organization.

Gasperini does not tolerate discrimination based on age, gender, sexuality, health status, race, nationality, political opinions, or religious beliefs for all its collaborators and stakeholders.



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Gasperini Snc

V. Di Vittorio, 29, I-38068 Rovereto (TN)
P.iva 00438060220

T. +39 0464 433637
T. +39 0464 466279

E: posta@gasperinieps.it
W: +39 3534465284