



CODE OF CONDUCT

1. PREMISE

The "**PMI ITALIA – PROFESSIONI**", represents, Tutela, assists professionals not registered in pre-established Registers, Orders and Colleges, in order to achieve a development related to the acquisition of a certain degree of prestige and well-being of the members through continuing education and contributing the affirmation of every single category Professional, sustainable, capable of promoting the economic, social, civil and cultural growth of the country Italy".

In this context, the Association "**PMI ITALIA – PROFESSIONI**", represents the reference point for Professionals not included in pre-established Registers, Orders and Colleges, ensuring a sense of solid identity to its members, guaranteeing an effective Representation and Protection for common instances at all levels in the offices Political and Institutional;

"**PMI ITALIA – PROFESSIONI**", is a Professional Association that performs the function of Protection and Representation of the identity of the Professionals belonging to it, not registered in pre-established Registers, Orders and Colleges, towards Bodies, Public Administration and Third Parties;

The main cornerstones of the "Code of Conduct" of the "**PMI ITALIA – PROFESSIONI**" are identified in the dissemination of culture, legality with transparency of the system, to implement and respect models of conduct that guarantee compliance with deontological principles;

"**PMI ITALIA – PROFESSIONI**" is convinced that the pursuit of its institutional and associative purposes must be achieved in compliance with ethically correct behavior, in accordance with the general principles of good faith, fairness and responsibility, as well as the statutory and internal regulatory provisions. Violation of the rules of this "Code of Conduct" may result in the application of disciplinary sanctions, in the light of what has been seen by the disciplinary system;

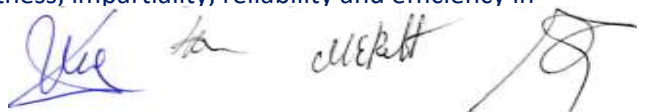
The purpose of the "Code of Conduct" is the Organization, Management and Control Model aimed at preventing the risks of crime connected with particular attention and commitment to the provisions on the Administrative Responsibility of the Organization pursuant to d.lgs. 231/01;

The Regulations approved by the National Assembly and the National Board of Directors, including these Regulations, enclose the entire associative system of the "**PMI ITALIA – PROFESSIONI**" concerning Professionals not registered in pre-established Registers, Orders and Colleges.

2. VALUES

The "**PMI ITALIA – PROFESSIONI**", pursues the institutional goals in the values in which it is recognized that they are:

- the Representation and Protection of Associated Professionals throughout the national territory that fall within the perimeter of the associative system and the representation of associated Professionals;
- the democratic system with the effective intervention for the benefit and support of the associated Professionals through a capillary and incisive action, aimed at the criteria of economy, effectiveness and efficiency;
- members must participate and actively contribute and work in the exclusive interest of the Association, avoiding behavior that may harm its unity and dignity, communicating any situations of incompatibility of the roles indicated in the Statute of the Association that do not allow them to accept Mandate, Delegation or Appointment, protecting their profile, remitting their mandate, or self-suspending, in case of situations of incompatibility;
- recognises the importance of a structure established on the free market and on the centrality of the Professional;
- base its action on the values of transparency, correctness, impartiality, reliability and efficiency in internal relations and in relations with third parties;



- its commitment is to respect and enforce the law by rejecting corruption, forms of money laundering and any illegal practice, with particular attention and commitment to the provisions on the administrative responsibility of the Organization pursuant to Legislative Decree. 231/01 and each operation must
- be legitimate, authorized, registered, verifiable and consistent with the implementing regulations of the associative statute;
- Each operation must be correlated with adequate documentary support to trace at any time the decision, authorization and subsequent performance process to identify the characteristics of decision, authorization and execution.

3.DUTIES

All participating Professionals and the bodies of all the Territorial, Provincial and Regional Offices that are part of the Association, are required to adopt models of behavior inspired by the moral, deontological and professional integrity provided for by this Code of Conduct;

- to act with a spirit of judgment free from external conditioning;
- to remove obstacles that prevent wider and more effective participation;
- to interpret their role with ethics, spirit of service and respect for the prerogatives and duties connected to it.

4. RELATIONS WITH INSTITUTIONS AND THIRD PARTIES

The Association in relations with the Public Administration. Entities and Third Parties that carry out activities of Public Utility or Public Interest, requires the participating Professionals to strictly comply with the law, avoiding attempts at corruption, undue perception of disbursements, fraud to the detriment of the State; The Association proposes itself as a representative interlocutor of the participating Professionals to maintain the utmost correctness, transparency, impartiality and fairness in internal and external relations; It strives to prevent the Professional members of the Association from acting in such a way as to influence the behavior of bodies or offices to obtain a personal advantage and to ensure that all information provided for any reason is truthful, transparent and complete;

;

- The Association requires that all employees, Collaborators in any capacity, in the execution of the provision of Professional services, of the contractual relationship established or assigned by the same received, must behave with correctness, good faith and loyalty, respecting this Code of Conduct;
- The governing bodies of the territorial, provincial and regional offices of the "**PMI ITALIA – PROFESSIONI**" Association play a fundamental role in achieving the objectives and commitments of the system and in protecting the image, reputation and ethical standards in taking the decisions that belong to them in the interest of the Association;
- The Association requires that the participating Professionals must behave in full compliance with the "Code of Conduct" and the Organizational Model pursuant to Legislative Decree no. 231/2001.

5. DISCRIMINATION

"**PMI ITALIA – PROFESSIONI**", repudiates any form of discrimination in the exercise of its professional activities concerning age, gender differences, state of health, race, nationality, political opinions and religious beliefs;

6. SECURITY

"**PMI ITALIA – PROFESSIONI**", implements all appropriate measures to prevent the emergence of new risks within its structures, while also ensuring constant training and training of its staff, in compliance with current legislation on health and safety in the workplace;



7. RELATIONS WITH THIRD PARTIES

The Association in Relations with the Public Administration, Bodies and Third Parties that carry out activities of public utility or public interest, requires the participating Professionals to strictly comply with the law, avoiding attempts at corruption, undue perception of disbursements, fraud to the detriment of the State;

- requires, where it is necessary to use suppliers, to seek them while preserving respect for efficiency, loyalty, impartiality, trust to guarantee the quality and level of service required;
- requires that collaborators in any capacity, consultants and subjects required to act in the name and on behalf of the Association must, in the execution of the services, the contractual relationship established or the assignment received by the same, behave with correctness, good faith and loyalty, respecting this Code of Conduct;
- requires recourse to truthful, clear, transparent, non-instrumental information, in accordance with the organization's policies and programs.

8. ENFORCEMENT AND SUPERVISION

The "**PMI ITALIA – PROFESSIONI**", recognizes the importance of the free market and the centrality of the professional and the need to base its action on the values of transparency, fairness, impartiality, reliability and efficiency and to this end defines in this Code of Conduct the canons to which to base the activity of the Association in internal relations and in relations with the third;

In particular, it places in compliance with the principle of legality, the basis of all its activities; to guarantee respect and enforce the law by rejecting corruption, forms of money laundering and any illegal practice and therefore the "National Commission of Guarantee and Discipline" has been established which monitors the application of the "Code of Conduct", which is composed of N. 3 (three) to mx N.5 (five) members appointed by the National President and has a duration of N.3 (three) years and the members are reappointable;

9. FINAL PROVISIONS

- a) This "Code of Conduct" consists of N. 4 (four) pages and N.9 (nine) articles and constitutes the regulatory rule of the Association; therefore, it will be inserted in the official acts of the same and enters into force from the date of its approval on 17/1/2023 and replaces the previous one;
- b) This "Code of Conduct" is published on the institutional website and disseminated to the entire "**PMI ITALIA – PROFESSIONI**", system, through its internal communication channels and to those who request it and is available to all external interlocutors who interact with it.

Nola li, 17/01/2023

Il Consiglio Direttivo Nazionale

Michele Cerasello

Il Vice Presidente Nazionale

Dott.ssa hc Elena P. Matasaru

EM Matasaru

Il Segretario Nazionale

Prof. Raffaele Palmese

Raffaele Palmese

Il Presidente Nazionale

Dott. Tommaso Cerciello

Tommaso Cerciello