



Casinghini Energia srl

# **Casinghini Energia srl**

## **CODE of ETHICS**

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Casinghini Energia srl

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# Casinghini Energia srl

## 1 TARGETS

Casinghini Energia srl works on his own basis from the end of 2003, is a firm with an heritage of experiences in waste heat recovery from the '30.

Effectiveness, quality, safety and environment protection are the basis of our activity. The passion for excellence, the enthusiasm, the innovation, the development and professional evolution, the care for health and safety of workers and of environment, the responsible actions and the transparency; these are the main inspiring values leading us in all our acts.

## 2 AIM AND AREA OF APPLICATION Stakeholder (consumers, suppliers, employees...)

Casinghini Energia srl with this Code of Ethic (from hereon the "Code") wants to define the general principles of behaviour, of conduct and the set of values that are significant for the society itself, for a right functioning, for seriousness, for respect of laws and rules as well as for the credibility of the company itself.

The Code is addressed to all components of Casinghini Energia srl: the governing and control body, partners, employees, collaborators as generally everyone acting in the name and of behalf of company under any agreement without distinction and exception. (so-called "Code Recipients" or "Recipients").

Among the personal responsibilities of recipients there is the application of this Code. Recipients, once informed, cannot invoke as exculpatory evidence for their unfulfillment: the lack of knowledge of the Code or to have been instructed otherwise from any hierarchical level or from any contact person of Casinghini Energia srl.

## 3 ETHIC STANDARD OF BEHAVIOUR

Management, Partners and all recipients of this Code must have a behaviour inspired by fairness, equity, conscientiousness, as well as by personal loyalty, avoiding any abuse of their position with the aim of pursuing illicit advantages for themselves or for others.

### Transparency and information accuracy

All Recipients must ensure the utmost clarity and wholeness of the information, verbal or written or digital, used in carrying out the activities, each for their own area of membership and attribution.

Subjects involved in the formation of data contained in financial statements, reports and social communications:  
all of these Recipients are asked to maintain a straight and honest conduct, as well as compliance with the laws and regulations in force in order to provide information that is always reliable and rigorous.



# Casinghini Energia srl

## **Honesty and professionalism**

Recipients are required to comply with conscientiousness, within the scope of their competence, the laws and regulations in force in the countries in which they act in the name and on behalf of Casinghini Energia srl.

They are required to carefully observe the company procedures and internal regulations, the Code of Ethics and the other policies of Casinghini Energia srl.

A dishonest conduct can not justify under any circumstances the pursuit of the interest of Casinghini Energia srl.

The Recipients must ensure professional contributions consistent with the assigned tasks and must protect the authority and reputation of Casinghini Energia srl.

All the Company's activities must be carried out with responsibility and competence.

## **Confidentiality**

The Recipients of the Code can not use confidential information for purposes other than the exercise of their activity.

In addition, Casinghini Energia srl ensures maximum discretion on the information in its possession and refrains from searching for confidential data, unless expressly and consciously authorized in compliance with current legal regulations.

## **Neutrality**

In the choices that guide relations with shareholders, in personnel management and organization of work, in the choice of customers, in the selection and management of suppliers, in relations with the community and institutions that represent it, Casinghini Energia srl refrains from any discrimination.

## **Environmental protection**

Casinghini Energia srl intends to manage information and communications and to conduct its investments and its activities, in an honest, clear, environmentally sustainable way respecting the laws in force concerning the right to health.

## **Health protection**

In respect of future generations, Casinghini Energia is committed to preserve the environment, which it considers a primary asset, organizing its activities through a balance between economic initiatives and essential environmental requirements, not only in compliance with current legislation, but also taking into account the evolution of scientific research and best experience in the field.

To preserve the environment, the protection of health and safety towards themselves, colleagues and third parties, the personnel of Casinghini Energia srl, within the scope of their skills, must contribute to the prevention of risks.



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## **4 PENALTIES**

Compliance with the Code of Ethics is an integral part of the agreements that regulate the employment relationships in Casinghini Energia srl.

Any violation of this Code, perpetrated by employees and / or managers, will result in the adoption of disciplinary measures, proportionate to the severity or recidivism of the lack or the degree of guilt, in compliance with the provisions of art. 7 of the Law of 20 May 1970 n.300 and the provisions contained in the applicable employment contracts.

Temporary workers will also be required to comply with the provisions of this Code.

Suppliers, collaborators and external consultants who violate the provisions of this Code will be sanctioned with the termination of the existing contracts.

Furthermore, Casinghini Energia srl will have the right to request compensation for damages incurred as a result of these behaviours.

## **5 IMPLEMENTATIONS TOOLS**

This Code will be disseminated through the delivery of hard copy and / or IT to all interested parties, through its publication on the website of Casinghini Energia srl and by any other means capable of ensuring the widespread dissemination of the same.

The Code will be made known to employees, intermediaries and collaborators with whom Casinghini Energia srl has continuous relationships and, in any case, to anyone who comes into contact with the Company.