

025GSQ-02



## **ETHICAL CODE**

of the  
CONSORTIUM  
L'AQUILA 2009

Chosen by the partners general assembly on the 29th April 2010

## ***Introduction***

This Ethical Code express the efforts and the ethical responsibility of the direction of businesses and business enterprises of L'AQUILA 2009 Società Consortile Cooperativa, to follow called Consorzio. It is not ethical the behaviour of whoever tries to take benefit from others cooperation and work, by using powerful positions or strength.

It is ethical the behaviour of those, who, as we do, believes in the possibility of giving a community value to every entrepreneurial choice and to increase the "common good" by the correct and safe fulfillment of every job.

Each of our work will be marked by the architectural quality, the attention in the fulfillment of the work, the choice of materials, the energetic efficiency, the satisfaction of our customers who will be happy to live in our buildings and the pleasure that citizens will feel by looking at it while walking on the street.

Particularly after the earthquake that took place in L'Aquila, the launch of or Consorzio on ethical bases, made us think about how technologies and sustainability can help in the improvement of life quality for all the citizens. That is why our idea of CITTA' NUOVA leads us to work for the future generations that will have to feel safe in a clean city, a city with low emission of CO<sub>2</sub>, a city that uses renewable sources and that protects its inhabitants in a case of a future earthquake.

But the concept of sustainability, that takes action even on society and economy, represents the ethics more than anything else because it cares about that complex social system that generates opportunities to improve everybody's life, and that can be proudly left to our children.

Our Consorzio decided to interact with the market, making the healthiest capacity, legitimacy and correctness principles prevail, and is well aware that non ethical behaviours in the business management will compromise the reputation of the Consorzio itself and of its partners, preventing the fulfillment of the Consorzio's mission and damaging the community.

Our work will aim at the growth of the Consorzio itself, its partners and at the satisfaction of Customers but always and only with those methods that allow an improvement in the common good.

This Ethical Code, approved by the Partners Assembly, is valid both in Italy and abroad. The Code express the ethical responsibilities and the efforts that the Partners will put in their behaviour in all of the activities developed within the Consorzio; the Partners Assembly, furthermore, binds the administrators, managers, lawyers, all of the staff and all Consorzio's collaborators behaviours to the Ethical Code.

### **1. Referencial general values**

In order to : adopt socially univocal leanings regarding the entrepreneurial choices, direct all the Subjects to these values and communicate the abovementioned values to both the inner and the outer speakers, the Consorzio inspires itself to the "Carta dei Valori d'Impresa" (created by the Istituto Europeo per il Bilancio Sociale (IBS), that specifies the following values/principles:

- 1. The centrality of human beings, the consideration to its physical and cultural integrity and the consideration to its relationship values towards other human beings*
- 2. the esteem of human resources through paths that improve the professional side of and the participation in the companies goals'.*
- 3 environmental conservation;*
- 4. the attention paid to needs and legitimate expectations of inner and outer interlocutors, in order to increase the satisfaction and the belonging atmosphere in the company;*
- 5. the reliabilities on systems and managerial procedures that operate in order to preserve the safeness of workers, collectivity and enviroment;*
- 6 the efficiency, efficacy and cheapness of managerial systems, which are tools used to constantly improve the profitability and competitiveness levels of the company;*
- 7 the constant effort in research and development of all the areas of expertise of the company, in order to reach the best level in innovation;*
- 8 the honesty and transparency of the managerial systems (in accordance with the law) towards the inner and outer members of the company;*
- 9 collaboration with all of the community and with its representative components, in order to create an active exchange and social enrichment, with the goal of the improvement of quality of life.*

## ***2. The Principles of the Ethical Code***

### **2.1 General Principles**

1 PRINCIPLE: The Consorzio directs its activity towards the values written in this Code. The Consorzio declares itself to be at liberty not to begin or continue any relationship with subjects that do not share the contents and the spirit of the Ethical Code, or with subjects that will break the values and the rules of conduct of the abovementioned Code.

2 PRINCIPLE: The Consorzio's bodies, its members and all of its employees are due to the respect of this Ethical Code.

### **2.2 Principle of legality and honesty**

3 PRINCIPLE: The Consorzio has a binding principle which is to respect the laws of all the States in which it operates.

4 PRINCIPLE: The Consorzio has to behave honestly, no exception to this value is tolerated.

### **2.3 Principles regarding any kind of relationship with the Public Administration**

5 PRINCIPLE: The Consorzio's bodies, its members, the employees, the advisors and partners, the lawyers and in general whoever acts on behalf of the Consorzio within the field of Public Administration (both the Italian or foreign one), are going to direct and shape their conduct in a way that will not induce the Public Administration into breaking its principles of good administration and neutrality. The relationships with the Public Administration are limited to who is specifically and officially appointed by the Consorzio. Only those subjects will have contacts with administrations, organisations and officials.

6 PRINCIPLE: People that operates on behalf of the Consorzio, cannot, for whatever reason, have a conduct that may influence, in an illegitimate way, the choices made by Public Officers or "Incaricati di Pubblico Servizio" that work on behalf of Public Administrations.

7 PRINCIPLE: The Consorzio forbids and condemns any behaviour of whoever works on its behalf, that offers or pledges money or other utilities to Public Officials or

“Incaricati di Pubblico Servizio” both Italian and foreign, in order to obtain an illegitimate or underserved advantage or interest for the Consorzio.

8 PRINCIPLE: the Consorzio forbids and condemns any behaviour that may aim at obtaining any type of subsidies, financing, duties by Public Administrations, if in order to obtain it, forged documents, omitted informations or more in general cons, included the informatic or telematic ones, have to be used.

9 PRINCIPLE: it's forbidden to use in an inappropriate way subsidies, financing, duties obtained by the State or any other public authority or from the European committee, even if of moderate value.

10 PRINCIPLE: The Consorzio cannot be represented, in any activity involving Public Administration, by someone who may be in a conflict of interest.

## **2.4 Principles of the Organisation**

11 PRINCIPLE: each operation and/or transaction has to be legitimate, authorized, coherent, congruent, documented, recorded and always verifiable.

12 PRINCIPLE: The employees and the subjects that buy on behalf of the Consorzio any kind of good and/or service (including outer advisors) have to act with respect to the principles of honesty, cheapness and quality.

13 PRINCIPLE: the evaluation of the personnel that will be hired has to be based on the correspondence between the candidates profiles and their specific competences , with respect to the organisation needs. The asked informations have to be strictly connected to the verify of the requirements , with respect to the private sphere and the opinions of the candidate.

14 PRINCIPLE: the Consorzio has some annual goals (both generals and individuals, for managers and employees or partners who work on behalf of the Consorzio) that have to be possible, specific, real, measurable and right in relation to the given time for the goals to be achieved.

## **2.5 Principles of righteous administration**

15 PRINCIPLE: The Consorzio condemns any kind of behaviour that could adulterate the truthfulness and the correctness of datas and informations included in the balance sheet, reports or other kind of social communications provided by the law for partners and for the public.

16 PRINCIPLE: the Consorzio requires its Administrators, Managers and employees to have a righteous and clean conduct while working, especially in relation to whatever request made by partners, Collegio Sindacale and all the other bodies of the Consorzio.

17 PRINCIPLE: it is forbidden, for all of the Administrators who work on behalf of the Consorzio, to have a behaviour that could damage the integrity of the social heritage.

18 PRINCIPLE: Administrators do not have to fulfill any kind of corporate operation that could damage the creditors.

19 PRINCIPLE: it is forbidden any kind of action, both fraudulent or faked, that aims at influencing the will of the Partners Assembly, in order to obtain an irregular majority and/or a different outcome, from the initial one.

20 PRINCIPLE: it is forbidden to spread any false news regarding the Consorzio, its employees, partners and people who work ok the Consorzio's behalf, both inside and outside the Consorzio,

21 PRINCIPLE: the Consorzio's bodies, its members and employees, while inspections by the Public Authorities have to be helpfulness and have to collaborate without obstructing the work of the control Bodies.

## **2.6 Principles of health and safeness**

22 PRINCIPLE: the Consorzio works in order to consolidate between employees, partners and collaborators the culture of safeness, developing the acknowledging of risks and promoting the use of responsible behaviours by all employees and partners.

In order to reach this goal, the Consorzio pledges itself by:

- adopting systems of management of job safeness and health; define specific goals and improvement plans in order to reduce the risk of injuries and working illness;
- be accountable for the job safeness and well-being while working.

The Consorzio defends workers and partners from sexual harassments, acts of psychological violence and any other kind of discriminatory behaviour.

## ***3. The reactions to any violation of the Ethical Code***

The violation of principles, included in this Ethical Code, by any partner will be evaluated by the Administrative Committee or by the Partners Assembly; those two bodies are free to choose any adequate measure.

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