CODE OF ETHICS

1 INTRODUCTION
With the publication of this Code of Ethics, 3TI GROUP (hereinafter also referred to as 3TI) not only wants to comply with the provisions of the Legislative Decree 231 of June 8, 2001, but also establish specific behavioral rules that, in connection with an effective business policy, consolidate the image and professionalism of the company. Given the dynamic nature of the business environment, this Code is constantly undergoing change, and to its drawing up, rules and forms described, all persons involved. Hence the need for a non-episodic and only regulatory approach, but rather a structural, given the importance of the matter and consequences, to say the least serious, that the non-observance implies. The demands analysed in this Code are not only "legal" and economical, but are dictated by the precise social and moral commitment that 3TI assumes. The integration into the scope of the business dynamics and assertion in structural terms of the principles of fairness, diligence, professionalism and transparency contained in this document also represent the opportunity to interpret with a renewed spirit the entrepreneurial mission of this company in a context of clarity and confidence for the shareholders and users.

2 GENERAL PRINCIPLES
3TI GROUP Company (hereinafter also referred to as 3TI) runs its activities with integrity, fairness and professionalism, pursuing the statutory goals and seeking to accomplish its own mission, namely integrated multidisciplinary engineering activities, specialized in the management of articulated and complex work orders related to every kind of transformation, recovery and enhancement of the territory and built environment.

3TI pursues its goals with loyalty, seriousness, honesty, competence and transparency, in absolute observance of the laws and regulations in force. All persons connected to 3TI must show complete moral integrity in the actions taken on behalf of the same. 3TI avoids any condition that may facilitate or cause suspicion of commission of any kind of misdemeanour, thereby undermining the confidence, transparency or tranquillity of the work environment and market.

2.1 Nature and objectives of the Code of Ethics
The Code of Ethics is an official document in which are set the Ethical Principles that 3TI observs, in which it is reflected and that must inspire all persons with whom it comes into contact.

The Code of Ethics expresses the ethical commitments and responsibilities assumed by the recipients of the same and pointed out in the following paragraph, in the management of affairs and business activities, whether they are employees, various types of collaborators or administrators. The Code of Ethics is intended to make explicit and clear, unambiguous and comprehensible to all those who work in the 3TI company or connected to it.

2.2 Recipients of the Code of Ethics
Recipients of the Code of Ethics are all 3TI collaborators, including occasional, the suppliers, professional service consultants, partners of 3TI self-initiatives, and anyone who carries out activities in the name and on behalf of 3TI or under the control of the same, as well as beneficiaries of 3TI initiatives and all stakeholders in respect of 3TI.

Relating to the persons that are not forced to observe the Code of Ethics, complying with and sharing the principles contained in this Code could be a criterion or an indispensable requirement for the conduct of any third party with whom to establish or maintain relationships. The knowledge and observance of the Code of Ethics by the persons indicated are the primary conditions for the image, transparency and reputation of 3TI GROUP.

2.3 Relationships with the customers
3TI’s activity is aimed at the satisfaction and protection of its own customers by listening to the requests that can support the quality of the products and services. The Quality, Environment, Health and Safety Policy is consistent with this objective. The relationships with the Authorities of those who work for 3TI must be marked by the utmost fairness, transparency and collaboration, in full compliance with both the laws and the institutional positions. In any circumstances, the relationship must be based on the mutual respect for the laws and the quality of the services. The partners, suppliers, contractors and customers must be treated with respect and kindness.

3TI adopts a conduct that is in line with the general principles of this Code of Ethics, 3TI is entitled to take appropriate measures to preclude any other collaboration opportunities. The relationships with the suppliers are governed by common principles and are subject to a periodic monitoring by 3TI GROUP. The stipulation of a contract with a supplier must always be based on reports of extreme clarity, according to the procedures provided for. It is not considered ethical the behaviour of anyone who tries to appropriate the benefits of collaborating with others, taking advantage of the positions of strength.

2.4 Relationships with the suppliers
3TI intends to make use of competent, loyal suppliers, and capable to “team up” with internal employees in a relationship of indissoluble and mutual loyalty, transparency and collaboration. 3TI continuously monitors the performance of its / her own activity for 3TI, adopts a conduct that is in line with the general principles of this code of Ethics, 3TI is entitled to take appropriate measures to preclude any other collaboration opportunities. The relationships with the suppliers are governed by common principles and are subject to a periodic monitoring by 3TI GROUP. The stipulation of a contract with a supplier must always be based on reports of extreme clarity, according to the procedures provided for. It is not considered ethical the behaviour of anyone who tries to appropriate the benefits of collaborating with others, taking advantage of the positions of strength.

2.5 Relationships with the competitors
3TI intends to protect the value of fair competition by refraining from collusive and abusive behaviour, the collaboration and confrontation being undoubtedly an opportunity to improve its own quality standard.

2.6 Relationships with the collaborators
The assessment of the staff to be recruited is made based on the correspondence of the candidates’ profiles with reference to those expectations and the business demands, in compliance with the equal opportunities for all persons interested. The required information is closely connected to the verification of the aspects provided for of the professional and psychological aptitude profile, in compliance with the private sphere and views of the candidates. The staff is hired with regular employment contract; no form of irregular work is tolerated. When establishing the employment relationship, each collaborator receives accurate information about:

• the characteristics of the positions and duties to be performed;
• the regulatory and remunerative elements, as regulated by the national collective bargaining agreement;
• the conditions the collaborator is to be adopted for his / her own work activity.

Such information is presented to the collaborator so that the acceptance of the assignment is based on an effective understanding of what is required to perform. 3TI avoids any form of discrimination towards its employees. Within the staff management and development processes, as well as in the selection phase, the decisions taken are based on the correspondence between the expected profiles and profiles owned by the collaborators and / or merit considerations. The responsible persons thoroughly use and make the most of all the professionalism present in the structure by activating the tools available to encourage the progress and growth of their own collaborators. 3TI is committed to adapting the work to the person, in particular with regard to the concept of jobs and the choice of work equipment and work methods. 3TI also endeavours to continuously improve the efficiency of business structures and processes that contribute to the continuity of the services supplied. Any inquiry into the ideas, preferences, personal tastes and, in general, the private life of the employee is excluded. Such standards foresees also the protection of the hypotheses provided by law, to communicate / divulge personal data without prior consent of the party concerned and establishing the rules for the control, by each employee, of the standards for the protection of privacy. In particular, 3TI implements the instructions of the Guarantor for the protection of personal data contained in the document “Guidelines of the Guarantor for the electronic mail and internet” of March 1, 2007. 3TI is committed to protecting the privacy of the collaborators, guarantees the right to work in conditions that respect the dignity of the person. For this reason, it protects workers from acts of psychological violence and opposes any discriminatory or injurious behaviour of the person, beliefs and preferences (for example, in case of abuses, threats, isolation or excessive self-assertion, professional limitations). Sexual harassment is not allowed and behaviours or speeches that can disturb the person’s sensitivity should be avoided (for example, display of images with explicit sexual references, persistent and continuous allusion).

3 RELATIONSHIPS WITH THE MEDIA AND INFORMATION MANAGEMENT
3TI’s policy is to communicate in a consistent manner with the mass media. The outward communication must be inspired by the principles of truth, fairness, transparency, prudence and must be aimed at ensuring the knowledge of the business policies, programs and projects of the company.

The relationships with the press, means of communication and information and, in general, with the external interlocutors, must only be maintained by persons expressly delegated to that end, in accordance with the procedures or regulations adopted by the Company. It is not permissible to make statements, affirmations or releases to the public that may in any way put in question the image and the corporate identity of the company and its employees. Any news request from the press or means of communication must be communicated to the persons (business positions) in charge with the outward communication, prior to assuming any commitment to respond to the request. The Board of Directors (BoD) explicitly identifies the resources authorized to have relationships with the mass media.

3.2 Duties of confidentiality
Anyone in a company capacity on behalf of 3TI is required to maintain the utmost confidentiality and therefore not disclose or unduly request information on documents, know-how, projects, business operations and, in general, all information learned concerning their own work position. It is not permissible to disclose to persons outside the Company any kind of information or any document having a commercial nature and operates specific to any duty performed, without specific and documented authorization from the Management. The use, transmission, document or computer storage of illic or socially reprehensible information is not permitted. Any reference to structural documents of the Company either formally or informally is drafted not be allowed, unless authorized by the Management. It is necessary to keep the secret of any commercial information acquired during the performance of their own activity.

4 RELATIONSHIPS WITH THE PUBLIC ADMINISTRATION
3TI has a public interest function and is subject, at all stages of its activities, to the regulations of the Italian State and its administrations, territorial public entities, all other public entities - including the Joint Venture when they have such a legal nature under the current legislation - the European Union and all its administrations.

4.1 Negotiations and contractual activities with the P.A.
3TI GROUP in the progress of negotiations and any other activity aimed at the award of contracts to enter into with the P.A. or any other entity entrusted with the implementation of a public service, must behave correctly and transparently and award the contracts by focusing on the technical and economic quality of their own bid in a fair competition. 3TI must not take advantage of the highest position of wanting to unduly influence the negotiation by various means of the bid quality and economic conditions applied. During the negotiation activity of active or passive public contracts, no employee or collaborator of 3TI:

- may give or promise gifts, money or other benefits to public officials and civil servants employed in public service so as to influence the award of contracts to non-compliance with the contractual terms, any further contractual elements in favour of 3TI and to the detriment of the Public Administration;
- may exchange information on bids with any other participants, even if 3TI business partners;
- may enter into understandings with other participants, even if 3TI business partners;
- can send false or deceitfully phrased documents, attest non-existent requirements, or give untrue guarantees;
- may exchange information on bids with any other participants, even if 3TI business partners;
- may enter into understandings with other participants, even if 3TI business partners;
- can send false or deceitfully phrased documents, attest non-existent requirements, or give untrue guarantees;
- may declare any conflict of interest for himself or herself, the Company or anyone else.

In particular, the proxy system must ensure that:

- no person is assigned unlimited powers or non-delegable duty under the law;
- each of the aforementioned systems.

5.1 Corporate accounting and information transparency

The company is in a way the operation of an information or telematics system of the P.A. or intervene without any right on any way on data, information or programs contained in one of the aforementioned systems.

5.2 Powers of attorney and proxies

No one may assume or assign any type of professional assignment or undertake any economic activity with public officials or civil servants who hold any assignment entrusted to them by the P.A. or have participated in administrative (contractual or not) or judicial proceedings, including benefits for 3TI over the last 12 months, unless they are justified by the high degree of professionalism and competence of the subjects involved. Any associate, employee, or collaborator who is in such a position so as to generate, even if only potentially, a conflict of interest against a public official or a public servant of the Public Administration is bound to give prompt notice to his / her superior, the Board of Directors and the Supervisory Board (SB). The company cannot be represented in individual cases, in relationships with the Public Administration, by a consultant, or by a person who may create a conflict of interest situation. The employees and representatives of 3TI must report to their direct superior and Supervisory Board (SB) the business relationships or economic activities undertaken in the personal capacity with public officials or civil servants (as well as gifts of significant value offered or received by such persons) if, they result in possible benefits for 3TI, financing, public disbursements, and any profit borne by the P.A.

5TI cannot take advantages borne by the Public Administration, except through full contractual relationships, legitimate or through disbursements of provisions of any nature approved for the purpose for which they have been granted and that are not justified by the principles of transparency, loyalty and fairness. 3TI, including its representatives and collaborators, must not assume or assign any type of professional assignment or undertake any economic activity with public officials or civil servants involved in administrative proceedings that may be of benefit to the Company. Any action of the highest degree of professionalism and competence of 3TI must not be carried out without any right in any way on data, information or programs contained in one of the aforementioned systems.

Protection of the share capital and other obligations in connection with the administration

The administrators (namely anyone who performs these duties) must not give or promise gifts, money or other benefits to public officials or civil servants or to other persons.

In order to avoid giving or receiving any undue payment, all employees and collaborators, in all their negotiations, comply with the following principles regarding the documentation and recording:

- all payments and other currency transfers made by / to the Company from abroad, must be accurately and fully recorded in the accounting books and mandatory entries;
- all the payments must be made for the Company, unless justified by the high degree of professionalism and competence of 3TI in the context of the contract or activity;
- false, incomplete or misleading registrations must not be created, no secret or unregistered funds should be set up, nor may funds be deposited in personal accounts or accounts not belonging to the entity;
- no unauthorized use of funds, resources, or 3TI staff should be made.

3TI is managed and administered in accordance with the principles of transparency, fairness and performing all communication obligations that the law requires, both towards the supervisory bodies and any other recipient. The company is managed in such a way that the maximum protection of its social assets is achieved in defence of the shareholders, creditors and investors.

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3TI’s assets must be managed fairly and honestly, and therefore the administrators, employees, collaborators and shareholders must contribute to protect their integrity.

Therefore,

- the company’s assets, properties, credits and shares must be properly valued, not attributing to them higher or lower values than those due;
- the same criteria will have to be followed in valuations and other necessary / instrumental operations for merger with other Companies or splits;
- no operations can be carried out in capital and in particular the obligations / prohibitions/harmless provisions contained in the corporate bylaws, or pertaining to the transactions of the corporate bodies, by defacing or misleading anyone. Anyone who is in the position of not being able or having to exercise the vom must notify the Supervisory Body (SB). Any person who is aware of the above-mentioned impediments, even when referring to third parties, will be required to alert the competent bodies vested with the necessary powers to carry out cognitive investigations to which he or she is entitled. The administrator must report their behaviour in good faith and fairness, and are required in particular to:
  - carry out their assignment with diligence and with compliance with the criterion of collaboration with other corporate bodies;
  - promptly notify the Supervisory Body, in the event of a situation that appears to be in conflict with the above-mentioned provisions, protecting the integrity of the company’s assets and without prejudice, where required, to the interest of the shareholders for the restitution of the contributions;
  - verify the balance sheet of the Company, in particular with reference to the accuracy and veracity of the data reported therein, before proceeding with the distribution of profits and reserves;
  - keep confidential the information and documents acquired in the performance of their duties and not use that information for their own benefit.

5.4 of the company’s assets and resources

3TI shall exert itself so that the use of available resources, carried out in accordance with the current legislation and the content of the articles of association, and in line with the principles of the Code of Ethics, is aimed at guaranteeing, enhancing and strengthening the company’s assets, in defence of the Company itself, shareholders and creditors. 3TI’s external employees and collaborators are directly and personally responsible for the protection and legitimate use of property (tangible and intangible assets) and the resources entrusted to them to perform their own duties. No property or resource owned by 3TI must be used for purposes other than those indicated by the same, or for illegal purposes. Any property owned by the Company must be accounted for accounting records, unless such record is excluded from the current legislation.

5.5 Duty of impartiality and conflict of interest

Everyone must operate impartially and must rigorously and transparently decisions in the performance of all business processes. Everyone must reject any unlawful pressure in carrying out his / her own activity. In the event of pressure, flatteries, or favours that concern his / her own work activity or that of others or receiving proposals that tend to breach the duty of impartiality, everyone must inform him / herself the Supervisory Body (SB) within a delay. In order to observe the principle of impartiality and transparency, everyone must guarantee the confidence of its own investors and customers. 3TI ensures that its own employees, administrators, representatives or collaborators will not be involved in a situation of conflict of interest. It must be understood by conflict of interests every situation, occasion or relationship where, even if not essential, personal interests or interests of other related persons may influence each other or may be seen as such. For this reason, all the administrators, employees, collaborators or firefighters may breach the duties derived from their activity. All persons engaged in any of the situations above must notify the company without delay. The company’s assets and without prejudice, where required, to the interest of the shareholders for the restitution of the contributions. Everyone must ensure that the company’s assets and without prejudice, where required, to the interest of the shareholders for the restitution of the contributions. Everyone must ensure that the company’s assets and without prejudice, where required, to the interest of the shareholders for the restitution of the contributions. Everyone must ensure that the company’s assets and without prejudice, where required, to the interest of the shareholders for the restitution of the contributions.

5.6 Private corruption

3TI GROUP, in order to observe the principle of fairness and transparency, sees that its own employees, administrators, representatives, collaborators are not passive subjects or authors of corruption. Therefore, the aforementioned persons must not breach the obligations and duties inherent in their job to receive (or because they have already received) promises of money or profit and various benefits. 3TI prohibits receiving any profit or advantage, or just accepting the promise, regardless of the breach of their own duties. In the course of the negotiations, 3TI representatives not only may have to pursue the best advantage for it, forgetting their own personal interest but must not accept any kind of promise of personal profit (money, goods, services, future use, various benefits) done by one of the offenders, nor be influenced by such promises in their choices. 3TI does not allow these benefits to be given or merely offered to persons linked to other Companies, its auditors, or independent auditors in order to lead them to breach the duties deriving from their own jobs.

6 CRIMES WITH THE AIM OF TERRORISM OR SUBVERSION OF DEMOCRATIC ORDER

3TI GROUP disapproves of any behaviour aimed at promoting, constituting, organizing, directing or funding associations that intend to commit acts of violence for the purpose of terrorism or subversion of the democratic order or legal, political, economic and social rational system. 3TI also disapproves of any act committed by the aforementioned associations or any act of terrorism. 3TI examines and is inspired by the principles and provisions of the International Convention for the suppression of the financing of terrorism, signed in New York on December 9, 1999, and all the other Conventions for the fight against terrorism to which Italy is supposed to join. Therefore, 3TI disapproves of any act of violence intended to hurt or kill people, harm things or goods, others, for any political, religious or social reason, irrespective of the involvement of people who are injured or damaged in political or social conflicts. 3TI also disapproves of the establishment or participation of associations that have as their purpose the activities just listed. The above implies that 3TI prohibits and sanctions the administrators, employees, collaborators and all recipients obliged to comply with this Code, in carrying out activities in the name and on behalf of the Company, to raise funds from the activities indicated above or with a view to financing it (even partially), and to carry out any action intended to finance, promote or otherwise favour the activities listed above. 3TI stipulates that the financing and disbursements of funds, the purposes intended to be pursued and the activities derived from other illicit purposes are not to be financed. However, the Company recommends managing the financial resources as well as carrying out the control activities on the same, bearing in mind the foregoing. 3TI prohibits the propaganda, or any form of promotion, disinformation, through its own resources (also through the Company’s website) as well as in the performance of the activities in the name and on behalf of the Company, or in the name and on behalf of third parties listed above and disapproves of acts intended to finance, promote or otherwise favour the activities listed above.

6.1. CRIMES AGAINST THE INDIVIDUAL PERSONALITY

In carrying out its activities, 3TI operates in full observance of the individual rights of the person.

3TI disapproves any person who is by using violence, threat, deception, abuse of a physical or psychological inferiority or a situation of necessity, or by means of promising or giving sums of money or profit and various benefits. 3TI prohibits receiving any profit or advantage, or just accepting the promise, regardless of the breach of their own duties. In the course of the negotiations, 3TI representatives not only may have to pursue the best advantage for it, forgetting their own personal interest but must not accept any kind of promise of personal profit (money, goods, services, future use, various benefits) done by one of the offenders, nor be influenced by such promises in their choices. 3TI does not allow these benefits to be given or merely offered to persons linked to other Companies, its auditors, or independent auditors in order to lead them to breach the duties deriving from their own jobs.

7 USE OF ALCOHOLIC OR NARCOTIC SUBSTANCES AND SMOKING BAN

3TI requires its staff to personally contribute to maintain a decent work environment and respectful and the professional personal needs of their own colleagues.

In line with this, 3TI prohibits its staff to:

- the abuse of alcoholic substances and the use of narcotic drugs or substances that have equivalent effects;
- the consumption of alcohol or any reason for whatever whatsoever of narcotic substances within the workplace and in any case in the course of the work activity;
- fail to observe the rules of the law or the other terms of the Code of Ethics, in the premises of the company. Failure to comply with the foregoing will be prosecuted and sanctioned in accordance with the provisions of the collective bargaining or as indicated by the current legislation in force in the country.

USE OF INFORMATION SYSTEMS

3TI has created within the management process of the company information system, control systems for adapting the company’s organizational structure to the risks associated with the credit:

- Computer fraud to the detriment of the State;
Cypernimos.

This system allows reducing the risks that the procedures for the protection, access, process and use of software programs are tampered with, also allowing the proper management of the processed data. In particular, that the information provided to the Public Administration, using telematic links, in terms of information and accounting, tax data, and information on the field studies, is guaranteed against fraudulent alterations. The use of IT tools in the performance of work tasks entrusted by the Company is subject to the conditions provided by the license agreements, legal regulations in force, instructions provided by the Owner, former Legislative Decree no. 196/03, to the model as well as to the principles stated in this Code. It is therefore an express obligation for the 3TI staff to comply with the prescriptions of the company in terms of data and information system processing and with the instructions given in the appointment or identification documents of former Legislative Decree no. 196/03. Every user of computer tools is responsible for the security of the programs and the correct use of all the data acquired in the performance of his/her duties. The Information Systems Manager and the Company's System Administrator ensure the efficacy of the security systems designed to protect the installations and control their access.

11 PROHIBITION OF COLLABORATION WITH CRIMINAL ORGANIZATIONS AND MONEY LAUNDERING
3TI GROUP condemns and therefore expressly prohibits behaviours that directly or even just indirectly can assimilate forms of collaboration with criminal associations in general and mafia-style organizations. It prohibits any and all operation that may materialize in the use of money, goods or profits of illicit origin as well as any activity and / or form of money laundering. 3TI condemns and forbids any kind of behaviour that may prove to be an obstacle to justice. It is therefore not permitted to proceed to financial, corporate, credit operations, in violation of the law regulations and business procedures governing them. No employee, most notably any senior management staff, has the authority to approve derogations from the rules contained in this Code. In no way can the conviction of acting in the interest and / or to the benefit of 3TI justify the adoption of behaviours contrary to all the principles outlined above since the breach of this Code coincides with the breach of the criminal law and entails the imposition of criminal penalties incumbent upon the material offender of the crime, also exposing the Company to the risk of being prosecuted for the crime committed by the infringer. For all of the above, 3TI will sanction the breaches of this Code of Ethics and internal procedures that have determined the behaviours described above, or that are also only abstractly suitable for certain, with the imposition of severe disciplinary sanctions. All employees and, most notably the senior management staff (department and / or area managers, executives, administrators) are responsible for the correct and continuous application of the contents of this Code. 3TI condemns and therefore expressly prohibits any form of association founded for the purpose of committing crimes, breaking rules and regulations.

12 COMPLIANCE WITH THE TRADE RULES
3TI considers that a sound management must be carried out in transparency, honesty, fairness, in full compliance with the rules laid down for the protection of good faith, without distinction of the business importance. Compliance with the rules underlying the regular practice of trade and the fairly practiced competition have always been the main values within the ethical heritage of 3TI, which therefore demands from its employees the exclusion of any kind of behaviour intended, in any form, to break whatever the above rules. 3TI prohibits and forbids all those behaviours of its own employees that are meant to hinder the regular practice of industry and trade. 3TI also demands from its employees whenever they operate or are located the compliance with the rules laid down by the legislators for the protection of copyright. It is therefore forbidden, in any way and form, to reproduce, transcribe, commercialize abusively (for example without prior agreement with the author or legitimate distributor or with the copyright holder, in disregard of SIAE rules) the works of others. All employees, and most notably those operating within the information systems, are also explicitly required to avoid any kind of behaviour intended to spread, in disregard of the copyright rules, even if only in part, the contents of this Code. 3TI prohibits and expressly sanctions all those behaviours aimed at:
• abusively duplicate computer programs, provide means for removing, evading protective devices for computer programs;
• abusively reproduce a database, even in order to sell it to third parties;
• reproduce / distribute authorial works even if in part, in violation of copyright rules, phonograms, videogames, articles and / or literary works;
• use for personal use, the means provided by 3TI, to download from the network, the material subject to the Copyright.

13 RELATIONSHIPS WITH THE JUDICIAL AUTHORITIES
3TI GROUP acts in compliance with the law and favours, within the limits of its competences, the proper administration of Justice. 3TI, in the performance of its own activities, operates in a lawful and correct manner by cooperating with the Judicial Authority, Law Enforcement Agencies, and any Public Officer who has inspection authority and conducts investigations as far as the performance of the tasks that are in the Emphasis of the Auditor and collaborators provide the legal availability and collaboration to carry out investigations ordered by the judicial authorities in the interest of the National Institute of Social Security (INPS), Ministry of Health, Ministry of Labour and any other Public Administration. Pursuant to judicial proceedings, investigation or inspection by the P.A., no one should destroy or alter records, verbal records, accounting records and any type of document, lie or make false declarations to the competent authorities. If the corporate staff is called out by the Judicial Authority to testify in proceedings involving 3TI, it must refrain from making false statements or not making statements to the Authority because third parties may be involved in false statements or not make false statements. Nobody can undertake economic activities, confer professional assignments, give or promise gifts, money or other benefits, to those performing assessments and inspections or to the competent judicial authorities. Those who will be subject, either personally or for work-related matters, to investigations or inspections, will receive summons, or will be notified of any other judicial measures, shall immediately contact the Company's legal representatives and inform the Supervisory Body (SB).

ENVIRONMENTAL CRIMES
3TI GROUP supports the most attentive environmental policies through the UNE IN ISO 14001 certification obtained in the spring of 2010. The case of Environmental Crimes has been included in art. 25-undecies, Legislative Decree 231/01 following the Legislative Decree no. 121 of 7 July 2011. It consists of:
• killing, destruction, capture, collection, possession of specimens of protected wild fauna or flora species (art. 727-ter of the Criminal Code);
• destruction or deterioration of habitats within a protected site (art. 733-bis of the Criminal Code);
• abusively disposal of dangerous substances (art. 734-bis of the Criminal Code);
• unauthorized waste management activities (Legislative Decree 152/06, art. 256);
• pollution of the soil, subsoil, surface water or groundwater (Legislative Decree 152/06, art. 257);
• breach of the communication obligations, mandatory record and form-keeping (Legislative Decree 152/06, art. 258);
• illegal waste traffic (Legislative Decree 152/06, art. 259);
• activities organized for the illegal waste traffic (Legislative Decree 152/06, Article 260);
• destruction or deterioration of habitats within a protected site (art. 733-bis of the Criminal Code);
• false information on the nature, composition and physical and chemical characteristics of the waste in the preparation of a certificate of waste analysis; inclusion in SISTRI (Waste Tracking Control System) of a certificate of false waste analysis; Omission or fraudulent alteration of SISTRI (Waste Tracking Control System) sheet paper copy - handling area in the transport of waste (Legislative Decree 152/06, art. 260-bis);
• import, export, possession, use for profit, purchase, sale, display or possession for sale for or commercial purposes of protected species (Law 150/92, art. 1 and art. 2);
• Wilful pollution (Legislative Decree no. 262/07, art. 9);
• Negligent pollution (Legislative Decree no. 202/07, art. 9).

14 VIOLATIONS OF THE CODE OF ETHICS

14.1 Supervisory Body and reports of violations of the Code of Ethics
The Supervisory Body (SB), which has autonomous powers of initiative and control, has the duty to supervise the observance, operation and update of the Model adopted by 3TI pursuant to the Legislative Decree 231/2001, without however interfering with the powers of the Board of Statutory Auditors. It is, therefore, the responsibility of the Supervisory Body (SB) to interpret, apply and comply with this Code of Ethics by all its recipients and the conduct of its executive and disciplinary procedures. The Supervisory Body (SB) is independent and has no function or responsibility towards 3TI. It can be used by the Board of Statutory Auditors. It can be used by the Executive Committee. 3TI also demands from its employees, collaborators, suppliers, partners and anyone who has various relationships with 3TI, to follow the principles stated in this Code of Ethics and / or laws or any suspicious behavior or any inaccurate operating procedure are bound to inform the Supervisory Body (SB) in a timely and confidential manner. Anyone who, upon request from the Supervisory Body (SB), would like to refer this document (3TI), anyone who believes to have been harmed or whose rights and interests have been violated, or any damage caused to their professional relations, will carry out the awareness activities for a greater sharing of the principles of the Code of Ethics within 3TI. In the event of the establishment of new employment or only collaboration relationships (even occasional), new commercial contracts or agreements (conventions, appointment documents, etc.), they must contain explicit reference and referral to the Code of Ethics.