

Companies today are taking on broader responsibilities, which are not limited only to the economic effects of their activities. Organizations are now aware that their production cycles and the resulting products impact not only on stakeholders and consumers, but also on the citizens of the community in which they operate. These interests concern work, health, the protection of our natural environment, the future, the well-being of the entire community and the protection of the system of social relations. Organizations are compelled to demonstrate their awareness regarding their production cycles and the ensuing products impact not only stakeholders and consumers, but also citizens of the community in which they operate as well. These interests regard work, health, natural environment preservation, the future, the well-being of the entire community and the protection of the social relations system, also based on ethical nature and behavior.

For this reason, OMISAN adopted the ex D.Lgs n. 231/2001 Model and developed its own code of ethics below summarized in its essential elements:

- the objectives must be achieved with honesty, fairness and responsibility, in full and true compliance with the laws and rules of ethics;
- Omisan aims at the goal of continuous improvement, promoting innovation, with the aim of recognizing and rewarding merit of each individual;
- protecting its employees' safety;
- Omisan is committed to ensuring constant law compliance and to observe transparency criteria in informing its stakeholders;
- Omisan believes that respect for the personality and dignity of each employee is essential to develop a work environment based on mutual trust and loyalty;
- Omisan adopts procedures for hiring and managing employees based on fairness and consistent conduct, preventing favoritism, abuse and gender, ethnic origin, religion, political beliefs or trade union participation, sexual orientation and identity, language, age or disability;
- Omisan guarantees equal opportunities for professional development and growth;
- environment protection is one of Omisan's key elements to fulfill its responsibilities;
- Omisan's guarantees full and extensive compliance to environment law provisions;
- Omisan adopted specific models to prevent crimes also against the Public Administration;
- activities are carried out within law and work security.

The complete Code of Ethics is in Italian and can be viewed on our website. A copy of the Code is delivered to each director and employee.