



# **AEIFORIA**

**SUSTAINABLE AND SAFE ECOSYSTEMS**

**CODE OF ETHICS 2023**

**Aeiforia s.r.l.**

***[www.aeiforia.eu](http://www.aeiforia.eu)***

# INTRODUCTION

## Our history, our commitment

Aeiforia srl is a spin-off of the Università Cattolica del Sacro Cuore which provides support to companies in the process of registration, placing on the market, use and control of chemical and phytosanitary products in the agricultural, domestic and industrial fields.

By exploiting the results of research in the chemical-agricultural, agronomic and environmental sectors, Aeiforia organizes studies on the environmental fate of chemical and Plant Protection Products in various matrix (groundwater and surface water, soil, atmosphere) and studies on human exposure to active substances and/or their metabolites. In this way Aeiforia establish the conditions for the safe use of these products.

*Our Mission is to ensure a high level of protection  
of both human and health animal and the environment.  
At the same time we safeguard the competitiveness of products  
for the agricultural sector.*

The entrepreneurial idea was born in 2009, within the Faculty of Agriculture of the Università Cattolica del Sacro Cuore of Piacenza, by a group of researchers and entrepreneurs with many years of experience in the field of research and experimentation. A wide range of national and international relationships complements Aeiforia's strengths.

Through its activity, Aeiforia contributes to ensuring that the use of chemical and plant protection products complies with current legislation in terms of use and control. This ensures that they do not have any harmful effects on human or animal health or any unacceptable impact on the environment.

# THE CODE OF ETHICS

Approved by resolution of the BoD of November 11, 2022

This Code of Ethics identifies the set of:

- a) Guiding values that inspire Aeiforia in the exercise of its functions
- b) The Rules of Conduct. All those who cooperate and collaborate with Aeiforia must abide by the rules/must comply by the rules for the pursuit of its Mission.

Aeiforia considers recipients of the Code all those who, for various reasons and with different responsibilities, constitute the organization and work to achieve the Company's objectives. Compliance with the contents of the Code of Ethics is an integral part of the contractual obligations of all employees by effect of art. 2104 (italian civil code)

Aeiforia is aware that the adoption and implementation of a Code of Ethics is also relevant in terms of preventing the risk of committing the crimes (ref. Legislative Decree 8 June 2001 "Regulation of the administrative liability of legal persons, companies and of organizations also without legal personality" - the "Decree"), allowing- through the diffusion and compliance with ethical rules- the strengthening of the requirements of the organisation, management and control model in compliance with the Decree.

The Supervisory Body is responsible for the following tasks (The Supervisory Body is established on the basis of the Model from Legislative Decree 21/2001):

- to promote the implementation of the Ethics Code, also through the support of specific communication and training programs of the Company
- to supervise the implementation and observance of the Ethics Code. In case of reports of violations of the code, it will be necessary promoting investigations and the imposition of specific sanctions and protective measures.
- to coordinate itself with the other corporate and control bodies for the purposes of the most appropriate sharing and integration activities.

# OUR GUIDING VALUES

## *Legality, transparency and fairness*

The observance of national laws, supranational laws and regulations constitute a constant commitment. This continuous effort characterizes of the behavior of the entire Company. The actions, operations and, in general, behaviors in carrying out Aeiforia's activities are inspired by maximum transparency, fairness and reliability. Aeiforia in carrying out its activities is inspired by and respects the rules of Good Laboratory Practice, shared and adopted by the countries of the Organization for Economic Cooperation and Development (OECD) and related to Community Directives adopted at national level by Legislative Decree n. 50 of 2 March 2007 and subsequent amendments.

## *Safety, health protection and working conditions*

Aeiforia undertakes to act scrupulously in compliance with current regulations on safety and hygiene at work, as well as to encourage their application within the company. Aeiforia also undertakes to share and consolidate a culture of safety, developing greater awareness of risks and promoting responsible conduct by all employees. Aeiforia carries out constant checks on the office sites and related systems engineering that it owns or rents or which it has at its disposal in any capacity to guarantee the highest levels of safety and hygiene in the workplace. (Aeiforia keeps this procedure even beyond the legal obligations and the prevention of risks considered imminent)

## *Creation of value and social responsibility*

Aeiforia, in accordance with its mission, intends to act as a tool for the transfer of technologies and skills to the market and for the development of companies capable of competing in sectors with higher added value. Aeiforia, aware that the company's ability to equip itself with efficient and effective operating rules constitutes an essential tool for strengthening its reliability, has defined a system of rules of conduct concerning both its internal organizational structure and the relations with stakeholders.

## *Respect for the environment and promotion of sustainable development*

All Aeiforia's activities are carried out in line with the Sustainable Development Goals (SDGs) adopted by the United Nations and which are at the heart of its "2030 Agenda for Sustainable Development". While Aeiforia is carrying out its business, at the same

time it pursues the protection of the environment through the continuous improvement of its activities with an environmental impact, in full respect of the community in which it operates. Aeiforia ensures compliance with and full application of environmental laws and regulations, also thanks to the management approach inspired by the rules of Good Laboratory Practice. Aeiforia undertakes to ensure that every employee involved in activities that could have environmental and social repercussions, performs his or her duties conscientiously and takes steps to check and possibly report irregularities that could compromise the well-being of the environment and the community.

### *Value of human resources*

Human resources are an indispensable value for the development and growth in the sector in which Aeiforia operates. Aeiforia considers human resources as its main capital, therefore it invests in the continuous training of personnel, in the enhancement of professional aptitudes and in the professional growth of each one on a purely meritocratic basis, also ensuring the involvement and empowerment of people, with regard to the specific goals to be achieved and ways to achieve them. Aeiforia respects the fundamental rights of people by protecting their moral integrity and guaranteeing equal opportunities. In internal and external relations, behaviors that have a discriminatory content based on race, religious belief, age, state of health, political and trade union opinions, nationality, sexual orientation and in general any intimate characteristic of the human person are not permitted. Aeiforia also ensures working conditions that respect the behavioural rules of good manners. Furthermore, it acts so that there are not episodes of intimidation, mobbing or stalking in the workplace.

# RULES OF CONDUCT

## ❖ *Rules of conduct in relations with the various stakeholders*

Aeiforia has adopted and undertakes to maintain relations with the various stakeholders inspired by transparency and full and active collaboration, in strict compliance with the applicable laws and regulations. Furthermore, additional commitments are planned with reference to specific stakeholders:

### a) Clients

Customer satisfaction is a factor of primary importance for the achievement of corporate objectives. Aeiforia focuses its relations with its customers on full fairness by setting up tools aimed at ensuring transparent, rapid and understandable communication to customers.

### b) Suppliers

Relations with suppliers of goods and services are conducted with fairness and impartiality. Aeiforia undertakes to seek professionalism in suppliers and a commitment to sharing the principles contained in the Code, in particular with regard to high standards of safe working conditions, fair and respectful treatment of employees and ethical practices.

### c) Public Administration

Aeiforia undertakes to avoid any behaviour that may in any way obstruct, limit or mislead the activities of the Public Administration, especially in terms of control. It is not permitted in any way to improperly influence the decisions of the representatives who deal or decide on behalf of the same, and it is strictly forbidden to use any corruptive practice to obtain advantages.

### d) Employees and collaborators

Aeiforia undertakes to avoid any form of discrimination, whether it refers to physical condition, disability, political opinion, nationality, religion, sex, sexual orientation and gender identity, or any condition that may give origin of discrimination and safeguards its employees from sexual harassment, acts of psychological violence and from any discriminatory or harmful attitude towards the person. Aeiforia also undertakes to promote and consolidate the culture of safety, through responsible behaviour and risk awareness.



### ❖ Business Partners

The Company promotes the building of lasting relationships aimed at the progressive improvement of its activities. The selection of business partners takes place exclusively on the basis of objective parameters such as cost-efficiency, quality and efficiency. For Aeiforia's business partners professionalism, quality and commitment to sharing the principles contained in this Code of Ethics are unfailing requirements.

### ❖ Confidentiality

Aeiforia operates in compliance with the individual right of the interested parties to the protection of personal data, whether they are employees, collaborators, customers or suppliers. It provides them with complete and updated information on the processing of data- both ordinary and, above all, sensitive- acquired or to be acquired and/or processed during the activity.

Aeiforia requires the release of informed consent whenever this is necessary and exclusively for the purposes for which they are intended. The Company guarantees interested parties that the processing of their personal data is carried out with the appropriate minimum security measures in compliance with current legislation, at its headquarters and always by authorized personnel.

### ❖ Gifts and giveaways

Aeiforia prohibits offering, promising, paying, requesting, accepting or receiving gifts or presents that are not of modest value or that do not integrate acts of mere commercial courtesy or, in any case, capable of influencing the recipient's independence of judgment in favor of the Company. The prohibition concerns, by way of example, material or monetary gifts, travel, services, prizes, discounts and any benefit that has an economic value exceeding normal commercial or courtesy practices.

### ❖ Donations and sponsorships

Aeiforia supports social, cultural and educational initiatives aimed at improving and enhancing the person and the living conditions of single individuals, ensuring its contribution only to initiatives that offer guarantees of quality, which stand out for the ethical message transmitted and which contribute to environmental and/or social development. Aeiforia verifies the requirements of reliability, transparency and worthiness of the beneficiaries before launching any type of social initiative.

### ❖ Conflict of interest

Aeiforia undertakes to implement suitable measures to prevent and avoid conflicts of interest as well as demanding strict compliance with the laws and regulations governing conflicts of interest.



## For Information:

Aeiforia Srl  
Loc. Faggiola 12 - 16,  
29027 Gariga di Podenzano (PC) – Italy  
[info@aeiforia.it](mailto:info@aeiforia.it), [www.aeiforia.eu](http://www.aeiforia.eu)  
Tel/Fax: +39 0523 1901659