



## Three simple rules

When you have to decide, ask yourself:

1

Does this decision comply with the ethical principles of Lucchini RS?

2

Are you willing to take responsibility for this decision?

3

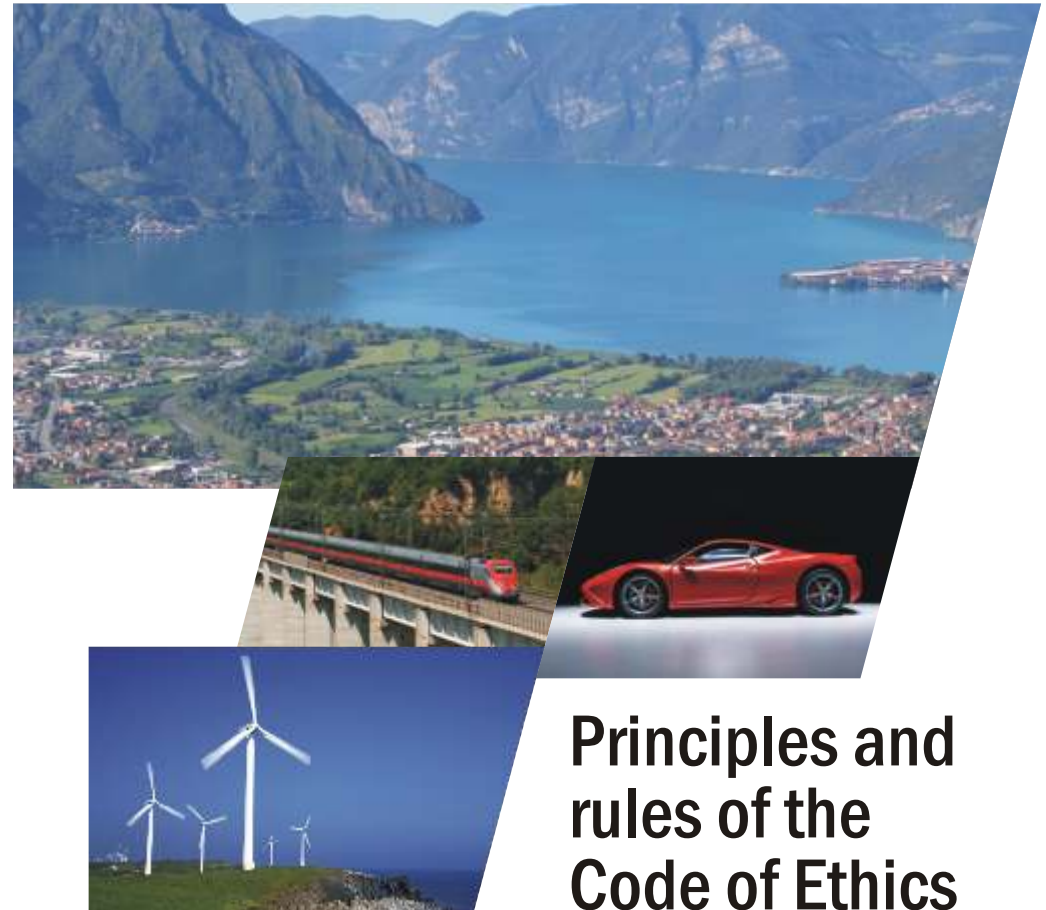
Can your decision be an example for others?



If you see a problem:  
**ACT**

In case of doubt:  
**ASK** your superior or write to [odv@lucchinirs.it](mailto:odv@lucchinirs.it)

The Code of Ethics, and the Environment, Health and Safety Policies are available online at [www.LucchiniRS.com](http://www.LucchiniRS.com), in the Sustainability section



## Principles and rules of the Code of Ethics

Basic references



## Our principles

### Legality

We behave correctly, and comply with the rules and regulations in force in the countries where we operate, in both form and substance.

### Transparency and honesty

We abide by our commitments and always act in good faith. Our communications are transparent.

### Dignity and equality

We respect the dignity of all persons and reject any form of discrimination.

### Responsibility and traceability

We comply with authorisation and verification processes, behaving responsibly and diligently.



## Our behaviour

### Relationship with colleagues

We respect everybody, avoiding all discrimination based on age, gender, sexual orientation, health conditions, race, nationality, political opinions and religious beliefs.

### Relationships with customers

We are alert to the needs of our customers, and guarantee top quality products and services.  
We aim at continuous improvement and adopt a fair and clear attitude.

### Relationships with business partners

We compete against our competitors and collaborate with our partners in an honest and fair manner.  
We do not accept, promise or offer gifts or gratuities of any type the value of which exceeds local customs and normal acts of courtesy.

### Intellectual property

We encourage technological innovation and protect our intellectual property against loss, theft or other improper uses.  
We abide by laws aimed at safeguarding said property, respecting the rights of others.

### Relationship with suppliers

We choose our suppliers on equal and impartial bases, avoiding any favouritism and potential conflicts of interest. We abide by contractual agreements and commitments.

### Relationships with public bodies

We comply with principles of integrity and honesty.  
We refrain from any behaviour that constitutes or may be interpreted as undue influence.

### Health, safety and environment

We comply with and apply laws and company procedures in the area of hygiene, safety and the environment.  
We actively contribute to prevent injuries to ourselves and to our colleagues, as well as any damage to the environment.

### Confidential information

We work with professionalism and fairness, whilst respecting confidentiality as well as the professional and industrial secrets.

**Complying with the principles and rules of the Code of Ethics is everyone's duty.**