



CODE OF ETHICS



Our Code of Ethics serves as a map, guiding us in making responsible and well-informed decisions within the realm of our professional endeavors.

It enables us to navigate ethical choices, always keeping the well-being of all involved parties (Stakeholders) at the forefront.

Certain parts of the Code may have varying interpretations, and in specific situations, ethical principles might seem conflicting. In these cases, it's better to prioritize fundamental principles rather than strictly adhering to set rules.

We openly share the Code of Ethics both within and outside the company, so everyone collaborating with us knows our values and ethical and social commitments.

Principles and Values of a **Benefit Society** (and Future B Corp)

The Principles and Values that guide Interlogica as a Benefit Society (and future B Corp) are an essential part of our DNA.

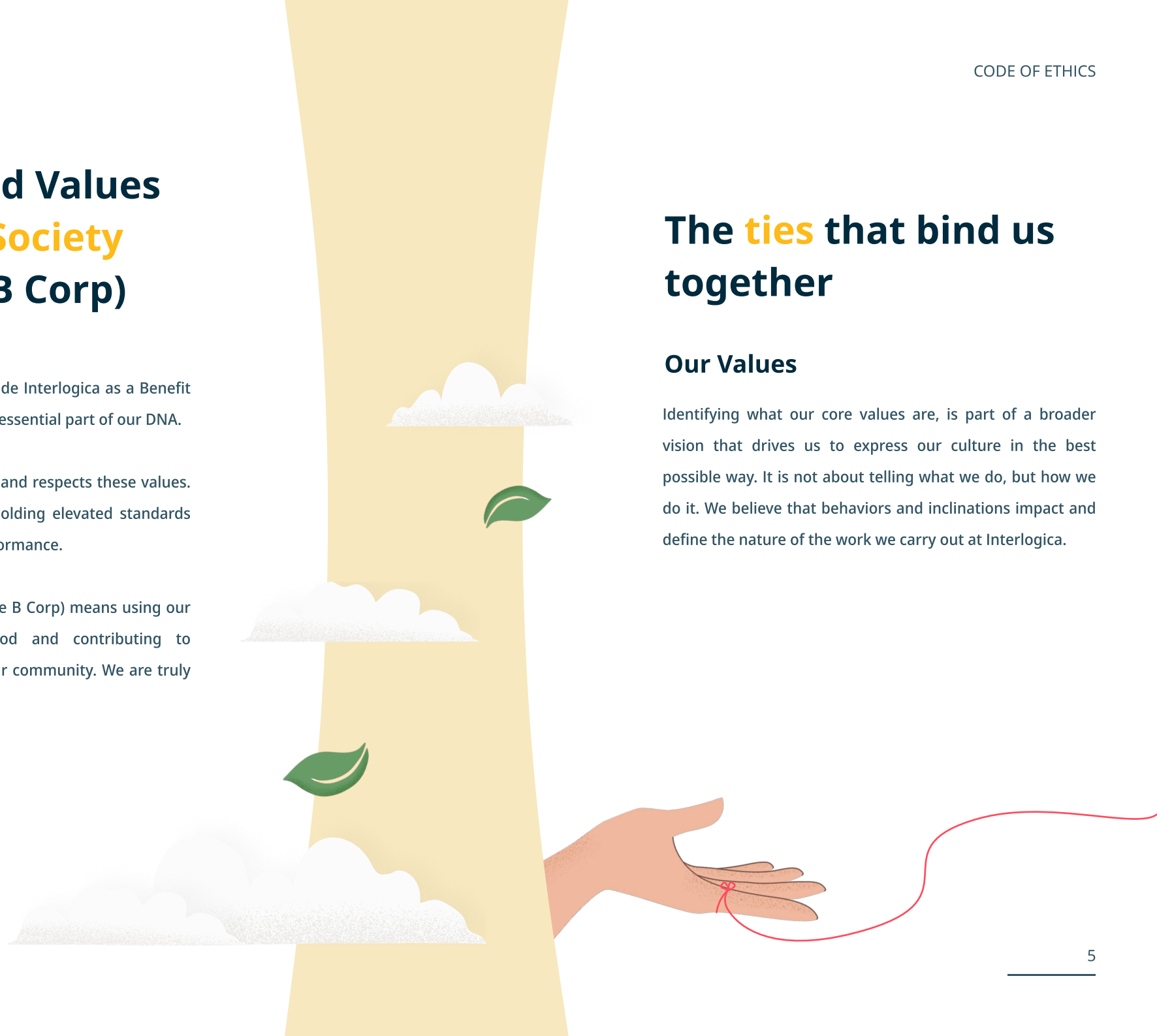
Everyone at Interlogica embraces and respects these values. Our commitment extends to upholding elevated standards of Clarity, Accountability, and Performance.

Being a Benefit Society (and future B Corp) means using our business for the common good and contributing to enhancing the quality of life in our community. We are truly proud to make a difference!

The **ties** that bind us together

Our Values

Identifying what our core values are, is part of a broader vision that drives us to express our culture in the best possible way. It is not about telling what we do, but how we do it. We believe that behaviors and inclinations impact and define the nature of the work we carry out at Interlogica.



People first

PASSION — BE YOUR BEST SELF — LOYALTY/HONESTY

It's our culture, it's how we approach our work, team, clients and whoever is willing to work with us.

We are an ecosystem of passionate professionals who trust and respect each other.

We always defend the best ideas.

We are motivated, committed to our job and excited to make a difference by stepping up to the plate, doing what we love the most.

See the bigger picture

LATERAL THINKING — COLLABORATION — FREEDOM OF EXPRESSION

Lateral approach defines us, enabling us to stay sharp and focused on our

projects at all times. We are attuned to the needs of our clients and responsive to feedback from colleagues.

Embracing a culture of open communication, we freely share ideas, suggestions, and solutions, collaboratively steering towards the right direction together.

Never stop learning

CONTINUOUS LEARNING

Technology is evolving faster than ever before, the market is also moving quickly.

It is crucial for us to continuously learn, stay updated, and explore new possibilities, which not only is essential but also inherently enjoyable.

After all we are "built" to learn and we learn as we "build" through creativity, knowledge and implementation.

That is why we have tailor-made training paths that aim to support and seamlessly integrate individual interests and passions with our business strategy.

Leverage Innovation to Stay Human

HUMANITY

For us, innovation means intertwining human and technology.

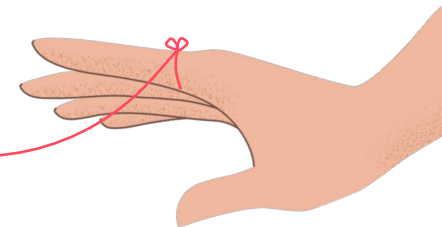
It entails crafting tools that prioritize people's needs, empowering them and providing versatility in their work.

It involves choosing clients who share a similar mindset, aiming to create a positive impact on their stakeholders and society rather than solely focusing on profits.

Working to solve complex challenges

AGILITY

We are equipped to be flexible and agile. This means that we implement changes whenever necessary - even to our structure - effectively handling challenges posed by clients.



Contribution to Society and Human Well-Being

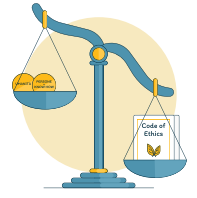


This principle revolves around enhancing the overall quality of life for everyone. It underscores the imperative to safeguard fundamental rights and celebrate the diversity of cultures. As IT professionals, our objective is to mitigate the potential adverse consequences of IT systems, such as health or security threats. Throughout the design, development, implementation, or deployment phases of systems, we diligently strive to ensure that the outcomes of our efforts are utilized in a socially responsible manner. Our focus is on meeting societal needs while safeguarding people's health and well-being.

The concept of human welfare, in our context, also extends to the preservation of the natural environment. As IT professionals engaged in system design and development, we actively promote awareness of both local and global environmental issues.

Recognizing the direct impact that companies like ours have on the communities in which we operate, we have chosen to embrace Social Responsibilities within our new charter. Our processes and initiatives are rooted in a commitment to enhance the quality of life in the communities we engage with, prioritizing the public interest. We are dedicated to actively engaging individuals in the promotion of social responsibility—both through high-quality performance at work and in daily life.

Interpersonal Relations



Our aim is to cultivate a positive work environment where mutual respect thrives. At Interlogica, we place great importance on fostering trust and honesty, both among team members and with the company as a whole. These principles form the bedrock of ensuring that each individual feels appreciated for who they are.

Respect and Dignity

We promise to make sure that everyone at work is treated fairly, no matter their race, gender, religion, where they're from, how old they are, who they love, if they have a disability, or any other personal thing that doesn't matter for the job. We won't allow any unfair treatment, and we're serious about stopping any kind of harassment, whether it's personal, sexual, or bullying, in any work situation.

We are committed to a hiring process that is devoid of discrimination or bias, aligning strictly with relevant laws and regulations.

Safety and Well-being

Keeping everyone safe and healthy is our top priority. We adhere rigorously to safety regulations, vowing not to inflict harm—whether physical or psychological—on anyone, on purpose or by accident.

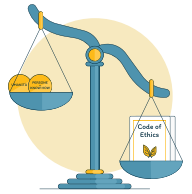
Corporate Mission

Our goal is to work together as a team to reach the company's objectives with full dedication. We aim to help Interlogica succeed by working hard and staying true to our values of honesty and professionalism.

Prohibited Workplace Conduct

Any illegal or harmful behavior is not allowed at work. This includes threats, physical violence, or damage to company property. We have zero tolerance for such actions.

Handling Corporate Assets



We promise to keep our company's ideas, projects, know-how, and any other assets we develop during our work confidential. We'll make sure that data and information about our technical and technological knowledge are only shared with authorized people and aren't spread without permission.

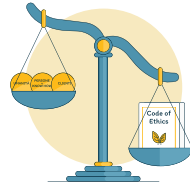
Using Company Assets Responsibly

We only use company assets for work-related purposes, avoiding any personal use or activities that aren't related to our job. Each of us has a duty to avoid doing anything that could harm Interlogica's image, dignity, or reputation.

Social Media and Online Communication

We know how important social media and other online tools are nowadays, so it's vital to use them wisely. Whatever we post on Facebook, Instagram, or any other social network personally reflects the values of Interlogica (because the company is all of us!). Let's work together to keep Interlogica's online image positive and respected.

Client Relations



Our ongoing commitment is to continually enhance the quality of the services we offer, with the ultimate objective of cultivating enduring relationships built on trust. Transparency is at the forefront of our interactions – we ensure openness and clarity regarding the terms of our products and services. In all our communications and agreements with clients, we maintain a professional and honest approach.

Integrity is a cornerstone of our values, and we actively seek to collaborate with individuals who share a commitment to ethical business practices. We consciously avoid engagement with entities suspected of unlawful behavior, emphasizing a preference for partners dedicated to conducting business with integrity. When initiating new connections or managing existing ones, we are vigilant to ensure that our associations are not linked to individuals or groups involved in unlawful activities such as money laundering or terrorism. We are unwavering in our pursuit of serious and trustworthy business partnerships.

We understand that every client is a chance for us to get better, and they all have different needs. Therefore, our relationships with clients are guided by the principles of integrity, honesty, fairness, respect and mutual trust, as well as professionalism, independence and fairness.

We promise to respond quickly to our customers' suggestions and complaints. We'll give them honest and accurate information, making sure our communication is clear and transparent. We never use deceptive tactics, and ensure that our products match the quality, origin and sourcing information stated.

Customer/Supplier Code of Conduct

Our Code of Conduct is more than just a set of statements; it's the cornerstone of how we work with our business partners. It provides clear guidelines on how to build and keep successful relationships with us. Following our Code of Conduct isn't just about working together well; it's also about building trust and showing integrity and professionalism.

Clients should know that not following these guidelines may result in the termination of our business relationship.

Supplier Relations



In Interlogica, the selection of suppliers is a critical aspect aligned with the principles and values that define us as a Benefit Society and future B Corp. We are dedicated to fostering relationships with suppliers who mirror our commitment to being respectful, serious, and reliable partners.

Our criteria for choosing suppliers hinge on demonstrated professional expertise, competitive pricing, and shared values. We prioritize collaboration with individuals and companies that operate ethically, transparently, and fairly, steering clear of conflicts of interest and any involvement in illegal activities.

Furthermore, it's imperative to clarify that we do not accept gifts or presents of significant value from suppliers, except for small courtesy gestures. Suppliers should be aware that non-compliance with this Code of Ethics may lead to the termination of our contractual relationship. This clause will be progressively incorporated into our new contracts, with coordination through the Finance department and alignment with the interdependency agreement.

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I fornitori devono essere consapevoli che il mancato rispetto di questo Codice Etico può comportare la risoluzione dei nostri rapporti contrattuali.

Competitors Relations



Adhering to the principles of fair competition is paramount to our operations. In our collaborations with other companies, even those considered competitors, we maintain a steadfast commitment to fairness and honesty. When our clients engage with these companies, we ensure transparent communication, respecting both our clients' relationships and our competitors.

Our conduct with all competing companies is guided by the principles of fairness and equity. We meticulously follow legal frameworks, advocating for a free and open market both domestically and internationally. Our dedication to behaving justly extends beyond mere compliance with laws; we uphold a commitment to ethical considerations, especially in complex situations, to guide our decision-making processes. Ultimately, our respect for competitors is grounded in a deeper respect for people, underlining our ethical stance in the competitive landscape.



Respect for the Environment

Environmental stewardship holds immense significance for us, and we are steadfast in our commitment to sustainable practices. In every facet of our work, we conscientiously consider the potential impact on the environment. Our goal is to operate in a manner that is free from pollution, actively reduce energy consumption, and prioritize the use of recyclable materials. We are determined to play our role in preserving the environment for the well-being of future generations.


About the Code of Ethics

All individuals involved with this Code of Ethics are required to be well-informed about its contents. Anyone engaging with Interlogica must be aware of the Code and uphold its principles.

To ensure easy accessibility, we prominently display the Code Of Ethics on our corporate website. You can find it in the "Impact" section on a dedicated page. Anyone can go there and check it out.

Furthermore, it's crucial to highlight that everyone at Interlogica must follow and apply this Code of Ethics—it's not optional, but a responsibility. Having this in mind, we have a number of specific practices in place:

- We actively strive to make people aware of the principles and contents of the Code of Ethics through targeted actions and training.
- We regularly update the Code of Ethics to reflect changes in regulations and our business environment.
- We've set up a dedicated channel for reporting any violations of the Code of Ethics through our whistleblowing platform, which you can access on Interlogica's corporate website. This allows for confidential reporting without fear of retaliation.



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Made with  by Interlogica

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ISO 9001:2015
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