



GUBI

Code of Conduct

The purpose of this document is to provide a set of behavioral guidelines which are to be respected whenever carrying out any activity as employee on behalf of GUBI, whether with partners, service providers or suppliers. This to strengthen the sense of belonging and agreement with our leading values, discouraging and disapproving any unsuitable conduct.



Best Practices

GUBI always pursues a fair competition policy and sales strategy, ought to be worth with suppliers, customers and competitors. It is strictly forbidden to entertain relationships with them by GUBI employees with the sake of an economic reward. Any gift exceeding a reasonably low value shall then be always rejected. Cash payments to suppliers are prohibited unless agreed in advance. Regarding public administration, no corruption, briberies, making procedures faster.

Employees Care

Employees are expected to interact with anyone linked to the company in a fair and respectful manner, considering as despicable whatever discrimination based on, for instance, race, gender or religion, together with sexual harassments. Respecting each colleague's dignity must be a fundamental feature in professional relationships, avoiding any offense by person or online.

Compliance With Human Rights

GUBI convincedly complies with principles stated in the UN Global Compact. Our business actively respect and promote the set of internationally proclaimed human rights, standing against any kind of their abuse such as the exploitation of forced, compulsory or child labor. Employees own freedom of association and recognition of collective bargaining, with organizations allowed to carry out tasks without neither pressure nor interferences.

Compliance With Environment

Our business is committed in undertaking any precaution to preserve the environment, implementing risk assessment and risk management to tackle its challenges. Furthermore, GUBI pursues a strategy aimed at promoting environmental responsibility to a higher extent, supporting the development of friendlier technologies eventually fulfilling society expectations.

Confidential Data

Critical information and confidential data are to be treated with awareness and minding any mandatory agreement. Avoidance of disclosure of intellectual and industrial properties or rights with whatsoever aim, no matter to which company's function is related.

Date

Sign Here

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