



Code of Ethics

HI-TECH engineering

At **Hi-Tech Engineering**, professional ethics, integrity and responsibility are the pillars on which we build our corporate culture. Our Code of Ethics guides our every step, from day-to-day operations to technological innovation to our relationships with customers, suppliers and partners. In an ever-changing world, our commitment is to operate with transparency, respect and a long-term vision that takes into account not only economic results, but also the social and environmental impact of our actions.

1 Responsible Innovation and Professional Integrity

- We are committed to conducting our business in an ethical and transparent manner, ensuring that every technological innovation is developed in compliance with applicable laws and regulations.
- Our engineers and developers are driven by the pursuit of excellence, but always with a strong commitment to the security, privacy, and reliability of the systems we create.
- We promote the adoption of sustainable technologies and solutions that can improve people's lives and contribute to the progress of society.

2 Quality, Safety and Reliability

- As company, we are committed to maintaining the highest quality standards in all the products and services we offer.
- Data and information security is a top priority for us. All technology solutions must be designed and implemented to ensure that sensitive information and systems are protected from internal and external threats.
- We ensure that all our projects are fully compliant with security and privacy regulations, not only in terms of the law, but also in relation to the ethical expectations of our customers and partners.

3 Respect for Privacy and Data Protection

- As a technology company, we collect, process and store data responsibly, respecting users' privacy and data protection regulations (such as GDPR).
- We take strict measures to protect data security by preventing unauthorized access and minimizing the risks associated with handling sensitive information.

4 Social and Environmental Responsibility

- We promote sustainable business practices that reduce the environmental impact of our business. We are committed to developing technologies and solutions that not only meet the needs of our customers but also respect the environment.
- Our commitment to sustainability includes improving the energy efficiency of our processes and using environmentally friendly materials in our projects.
- In addition, we are actively involved in social initiatives that aim to reduce the digital divide and promote equitable access to technology.

5 Employee Relations.

- We treat every employee with respect, promoting diversity, inclusion and equal opportunity. Every individual has the right to work in an environment free from discrimination, harassment and prejudice.
- We support the professional development of our employees by providing ongoing training and opportunities for growth in the rapidly evolving field of Hi-Tech engineering.
- We promote a work-life balance, ensuring that every employee can feel valued and supported.

6 Conflicts of Interest and Transparency.

- Employees and contractors are required to declare any potential conflict of interest that may affect their judgment or business decisions.
- We do not tolerate behaviour that may compromise transparency and integrity in relationships with customers, suppliers or business partners.
- We are committed to ensuring that all business decisions are made impartially and in the best interest of the company and its stakeholders.

7 Relations with Customers and Business Partners

- Our customers are the heart of our business. We work to ensure that every project and solution is developed to meet their needs efficiently and reliably.
- Trust is fundamental to our business relationships. We work with suppliers and partners who share our values of integrity, sustainability and quality.
- We are transparent in our pricing practices and contract terms so that customers can make informed choices.

8 Ethics in the Use of Technologies

- We take an ethical approach to artificial intelligence, machine learning and other emerging technologies. We ensure that our technological solutions are used for purposes that promote the common good and respect human rights.
- The use of technologies must always respect the basic principles of fairness, transparency and non-discrimination.

9 Reporting and Handling of Ethical Violations

- Every member of the organization is required to anonymously report any violation of this Code of Ethics or suspicious activity that may harm the integrity of the company.
- Reports will be treated with the utmost seriousness, ensuring that the reporter is protected from possible retaliation.

10 Reviewing and Updating the Code of Ethics

- The Code of Ethics is a living document that will be periodically revisited and updated to reflect regulatory, technological and organizational changes.

Conclusion

At Hi-Tech Engineering, our commitment to ethical behaviour is not just a duty, but an opportunity to build a better and sustainable future for all. Each member of our team is responsible for adhering to these principles and actively contributing to a work environment that reflects our values.

This code of ethics integrates innovation with social and professional responsibility, creating a solid foundation for a company that works in a highly evolving industry and embraces market challenges.



Hi-Tech engineering supports **I BAMBINI DELLE FATE**
per l'inclusione sociale

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Date: 30th of September 2024

HI-TECH engineering srl