



INNOVATIVE SOLUTIONS FOR  
PRECISION AGRICULTURE AND FOR THE  
ENVIRONMENT  
ADVANCED TECHNOLOGY RESEARCH

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: info@freegreen-nature.it Tel.+39-0438-388659 PEC: free-green@pec.it

# ETHICAL CODE

# FREE GREEN NATURE



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: info@freegreen-nature.it Tel.+39-0438-388659 PEC: free-green@pec.it

## Summary

THE VISION DI FREE GREEN NATURE S.R.L. ....	3
PURPOSE AND RECIPIENTS.....	3
1 GENERAL PRINCIPLES .....	5
1.1 Legality.....	5
1.2 Correctness .....	5
1.3 Non Discrimination .....	5
1.4 Confidentiality .....	5
1.5 Diligence .....	6
1.6 Loyalty .....	6
2 RELATIONS WITH EMPLOYEES AND COLLABORATORS .....	7
2.1 Personnel selection .....	7
2.2 Personal management.....	7
3 WORK ENVIRONMENT .....	7
4 COMPANY MANAGEMENT.....	8
4.1 Compliance with internal procedures .....	8
4.2 Account management .....	8
4.3 Heritage protection.....	8
4.4 Communication.....	8
5 RELATIONS WITH THE OUTSIDE .....	9
5.1 Relations with Authorities and Public Administrations .....	9
5.2 Relations with political and trade union organizations .....	9
5.3 Relationship with customers and suppliers .....	9



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: info@freegreen-nature.it Tel.+39-0438-388659 PEC: free-green@pec.it

6 INTERNAL CONTROL SYSTEM .....	10
7 GUIDELINES OF THE PENALTY SYSTEM .....	10

## PREMISE

### **LA VISION DI FREE GREEN NATURE S.R.L.**

Free Green Nature S.r.l. is aware that the authority of a company is recognized not only by competence of its collaborators and the high quality of the service provided to customers, too by the attention paid to the needs of the entire community.

The principles that have always inspired the work of this company are formally collected in a Code of Ethics in the belief that reliability is built on a daily basis respecting the rules and valuing people.

This Code of Ethics therefore represents a distinctive and identifying element in relation to the market and third parties, the knowledge and sharing of which is required of all those who operate in the Companies or companies that collaborate with it, constitute the foundation of our activity and the first step to contribute to the pursuit of our vision.

Free Green Nature S.r.l. is therefore to pursue excellence in the market in which it operates, through a Sustainable Development, safeguarding the environment and the safety of the people involved through the consistency of a respectful behavior of the Social Ethics, obtain satisfaction and ensure added value for the Employee, for the Customer and, in general, for the Community.

### **PURPOSE AND RECIPIENTS**

This Code of Ethics (hereinafter, the "**Code**") illustrates the set of ethical and moral principles that are the basis of the activity of Free Green Nature S.r.l. (hereinafter, "Company") as well as the lines of conduct adopted by the Company both within its business (in the relations between the employees) and externally (in relations with institutions, suppliers, customers, partners commercial, political and trade union organizations as well as the media (hereinafter, i "**Stakeholders**").

Respect for these principles is of fundamental importance to achieve the corporate mission of La Free Green Nature S.r.l. and to guarantee its reputation in the socio-economic context in which



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales



INNOVATIVE SOLUTIONS FOR  
PRECISION AGRICULTURE AND FOR THE  
ENVIRONMENT  
ADVANCED TECHNOLOGY RESEARCH

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: info@freegreen-nature.it Tel.+39-0438-388659 PEC: free-green@pec.it

Opera.

Preliminarily, it should be noted that Free Green Nature S.r.l. firmly believes that every business must be carried out ethically, recognizing the principle sanctioned by art. 41 of the Constitution, in on the basis of which private economic initiative "cannot take place contrary to social utility or in so as to damage security, freedom, human dignity. "

This Code is binding for the directors and employees of La Free Green Nature S.r.l. as well as for all those who work and collaborate, on a permanent or fixed-term basis, on behalf of the Company (hereinafter, the "Recipients").

The Code will be widely disseminated within the internal governance structure, and broadly external communication, including through its website.

Free Green Nature S.r.l. it also undertakes to adopt any further provisions so that they can the principles and provisions of the Code be promptly disclosed and applied.



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

## 1 GENERAL PRINCIPLES

The conduct of the Recipients, at all company levels, is based on the principles of legality, correctness, non-discrimination, confidentiality, diligence, and loyalty.

### 1.1 Legality

Free Green Nature S.r.l. operates in full compliance with the law and this Code.

All Recipients are therefore required to observe all applicable regulations and to update themselves constantly on legislative changes, also making use of the training opportunities offered by Free Green Nature S.r.l.

The Company considers the transparency of financial statements and accounting a fundamental principle for the exercise of its business and for the protection of its reputation.

### 1.2 Correctness

Correctness and moral integrity are an unfailing duty for all Recipients.

The Recipients are required not to establish any privileged relationship with third parties, which is the result of external solicitations aimed at obtaining improper advantages.

In carrying out their activities, the Recipients are required not to accept donations, favors or utility of any kind (except for objects of modest value) and, in general, not to accept any counterpart in order to improperly grant benefits to third parties.

In turn, the Recipients must not make donations of money or goods to third parties or in any case offer illicit benefits or favors of any kind (except for objects of modest value or courtesy gifts commercial authorized by the Company) in connection with the activity performed by them for the benefit of Free Green Nature S.r.l.



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

The intrinsic conviction of acting in the interest of the Company does not exempt Recipients from the obligation to punctually observe the rules and principles of this Code.

### **1.3 Non Discrimination**

In relations with stakeholders and in particular in the selection and management of personnel, in the work organization, in the choice, selection and management of suppliers, as well as in relationships with Bodies and Institutions, Free Green Nature S.r.l. avoids and repudiates any discrimination concerning age, sex, race, sexual orientation, state of health, political and trade union opinions, At the same time, Free Green Nature S.r.l. favors integration by promoting intercultural dialogue, the protection of the rights of minorities and vulnerable individuals.

### **1.4 Confidentiality**

Free Green Nature S.r.l. undertakes to ensure the protection and confidentiality of the personal data of Recipients and stakeholders, in compliance with all applicable legislation on the protection of personal data.

Recipients are required not to use confidential information, learned on the basis of their own working activity, for purposes unrelated to the exercise of such activity, and in any case to always act in the compliance with the confidentiality obligations undertaken by Free Green Nature S.r.l. against all Stakeholders.

In particular, the Recipients are required to maintain the utmost confidentiality on documents suitable for disclosure know-how, transport information, commercial information and corporate transactions.

### **1.5 Diligence**

The relationship between Free Green Nature S.r.l. and its employees is based on mutual trust: i employees are therefore required to work to favor the interests of the company, in compliance with the values referred to in this Code.

Recipients must refrain from any activity that could constitute a conflict with interests by Free Green Nature S.r.l. renouncing the pursuit of personal interests in conflict with legitimate ones



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

interests of the Company.

In cases where the possibility of a conflict of interest can be represented, Recipients are required to contact, without delay, their hierarchical superior so that the company can evaluate, and possibly authorize, the potentially conflicting activity.

In cases of violation, the Company will take all appropriate measures to put an end to the conflict of interest, reserving the right to act for its own protection.

### **1.6 Loyalty**

Free Green Nature S.r.l. and the Recipients undertake to create fair competition, in compliance of national and community legislation, in the awareness that virtuous competition constitutes a healthy incentive for innovation and development processes, it also protects the interests of consumers and the community.

## **2 RELATIONS WITH EMPLOYEES AND COLLABORATORS**

### **2.1 Personnel selection**

The assessment and selection of personnel are carried out according to fairness and transparency, respecting equal opportunities in order to combine the needs of Free Green Nature S.r.l., with profiles candidates' ambitions and expectations.

Free Green Nature S.r.l. undertakes to adopt any useful measure to avoid any form of favoritism in the personnel selection process using objective and merit-based criteria, in respect for the dignity of candidates as well as in the interest of the good performance of the company.

The staff hired, also through the implementation of this Code, receives information clear and correct about the roles, responsibilities, rights and duties of the parties.

### **2.2 Personnel Management**



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

Free Green Nature S.r.l. protects and enhances its human resources, committing itself to maintain constant the conditions necessary for the professional growth, knowledge and skills of each person, carrying out the appropriate training for professional updating and any initiative aimed at pursuing this aim.

Free Green Nature S.r.l. promotes the participation of workers in the life of the company by providing participatory tools capable of gathering the opinion and suggestions of workers, ensuring their widest participation.

Without prejudice to the maximum availability towards the Company, no worker can be obliged to perform duties, services or favors not due under his employment contract and their role within the company.

The Company is firmly committed to combating mobbing, stalking and violence psychological and any discriminatory behavior or harmful to the dignity of the person inside e outside the company premises.

Relations between employees must be carried out with loyalty, fairness and mutual respect, in compliance the values of civil coexistence and people's freedom.

### 3 WORK ENVIRONMENT

Free Green Nature S.r.l. is committed to offering its staff a healthy, safe working environment and respectful of the dignity of workers.

Safety in the workplace is ensured both by strictly implementing the provisions provided for by the law in force, both by actively promoting the culture of safety through specific training programs. Staff training is a central element of the



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales



Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

management system adopted.

Free Green Nature S.r.l. protects the health of its workers, also ensuring compliance with hygiene and health prevention regulations.

## 4 COMPANY MANAGEMENT

### 4.1 Compliance with internal procedures

Free Green Nature S.r.l. believes that management efficiency and a control culture are elements indispensable for achieving the objectives.

Recipients are required to strictly observe internal procedures and instructions to the company.

Recipients must act on the basis of their respective authorization profiles and must keep any suitable documentation to keep track of the actions taken on behalf of the company.

### 4.2 Account management

In accounting management, the Recipients are called upon to act in compliance with the principles of truthfulness, accuracy and transparency, so that the reputation of Free Green Nature S.r.l. both internally and externally.

Compliance with these principles also allows the company to plan its operational strategies in based on its real economic and patrimonial situation.

All the items reported in the accounting must therefore be supported by documentation complete, clear and valid, avoiding any form of omission, falsification and / or irregularity.

In the case of equity or economic elements based on valuations and estimates, the relative registration it must be inspired by criteria of reasonableness and prudence.



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

#### **4.3 Heritage protection**

The Recipients exercise their functions trying to rationalize and contain the use of corporate resources.

Recipients are required to correctly apply the provisions relating to safety for protect hardware devices from unauthorized access, which could seriously harm the rights to the protection of personal data of the staff and customers of Free Green Nature S.r.l.

#### **4.4 Communication**

Free Green Nature S.r.l. arranges to make suitable instruments available to the Interested parties communication through which you can interact with the company to forward requests, ask clarifications or making complaints.

Free Green Nature S.r.l. promotes effective corporate communication capable of putting in I contact the company with civil society, in order to understand the requests, needs and needs of the collectivity and to spread their values and their mission.

The information disclosed to the Stakeholders is complete and accurate so that the recipients are allowed to make correct and informed decisions.

The advertising promotion of Free Green Nature S.r.l. respects ethical values, protecting minors e repudiating vulgar or offensive messages.

## **5 RELATIONS WITH THE OUTSIDE**

### **5.1 Relations with Authorities and Public Administrations**

Relations with the Authorities and the Public Administration must be based on maximum clarity, transparency and collaboration, in full compliance with the law and according to most people high moral and professional standards.

The Recipients, unless expressly authorized, cannot relate in the name and on behalf of Free Green Nature S.r.l. with the Authorities and the Public Administration.

In relations with Public Officials, with Public Service Officers, and the Public



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

Administration in general, the authorized Recipients comply with the highest levels of fairness e integrity, refraining from any form of pressure, explicit or veiled, aimed at obtaining any undue advantage for oneself or for Free Green Nature S.r.l.

In this regard, the authorized Recipients will be required to strictly observe the provisions from this Code, as well as, more generally, to the provisions of the directives issued by management of Free Green Nature S.r.l.

### **5.2 Relations with political and trade union organizations**

Free Green Nature S.r.l. it does not favor or discriminate against any political or trade union organization. The Company refrains from making any undue contribution in any form to parties, trade unions or other social formations, except for specific exceptions and in any case always within the limits of as allowed by current regulations.

Recipients are required to refrain from any direct, indirect or boasted pressure on against politicians or trade union representatives.

### **5.3 Relationship with customers and suppliers**

The Recipients deal with third parties with courtesy, competence and professionalism, in the conviction that the protection of the image and reputation of the company depends on their conduct e consequently the achievement of the company objectives.

In particular, the Recipients must refrain from any form of unfair behavior or misleading that could lead customers or suppliers to rely on facts or circumstances unfounded.

Recipients are required to make a constant commitment to offer timely and high quality services to customers, trying to limit any form of disservice or delay in order to maximize customer satisfaction. Relations with suppliers are based on loyalty, correctness and transparency.

The choice of suppliers is made on the basis of objective criteria of economy, opportunity and



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

efficiency.

The choice of suppliers on a purely subjective and personal basis or, in any case, by virtue of interests conflicting with those of the company.

The Recipients must put in place every possible control so that suppliers and customers are also able to comply with the fundamental ethical principles set out in this Code.

## 6 INTERNAL CONTROL SYSTEM

Compliance with the provisions of this Code is entrusted to prudent, reasonable and careful surveillance of each of the Recipients, within the context of their respective roles and functions within of the company.

All Recipients are invited to report the facts and circumstances to their direct superiors potentially in contrast with the principles and provisions of this Code.

The management of Free Green Nature S.r.l. and the bodies responsible for this purpose adopt all necessary

measure to put an end to the violations, being able to resort to any disciplinary measure in respect for the law and workers' rights, including trade union rights.

## 7 GUIDELINES OF THE PENALTY SYSTEM

The internal control system is oriented towards the adoption of tools and methodologies aimed at counteracting

potential business risks, in order to ensure compliance not only with the laws, but also with internal provisions and procedures.

In fact, the violation of the principles established in the Code and in the procedures indicated in the internal controls compromises the fiduciary relationship between the Company and its directors, employees, consultants, collaborators in various capacities, customers, suppliers, commercial and financial partners.



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

Such violations will therefore be immediately prosecuted by Free Green Nature S.r.l. in a manner incisive and timely, through the adoption of adequate and proportionate disciplinary measures. The effects of violations of the Code of Ethics and internal protocols must be kept in consideration by all those who, in any capacity, have relations with Free Green Nature S.r.l. Depending on the seriousness of the conduct put in place by the person involved in one of the illegal activities envisaged by the Code, Free Green Nature S.r.l. will immediately take the appropriate measures, regardless of any prosecution by the party of the judicial authority.

Without prejudice to the foregoing, conduct in violation of the Code of Ethics constitutes:

- serious non-fulfillment for employees (workers, employees, executives and managers), with sanctions, applied depending on the severity, provided for by the national collective bargaining agreement (verbal reprimand, written reprimand, fine not exceeding three hours' salary, suspension from work and from salary up to a maximum of three working days, dismissal for just cause or Justified reason); in the case of pending criminal action or execution of a provision restricting personal freedom taken against the employee, before adopt the disciplinary measure, the sanction of suspension may be adopted from service and salary, for the duration corresponding to the outcome of the criminal action or up at the end of the duration of the provision restricting personal freedom;
- just cause for revocation of the mandate of the directors;
- cause of immediate termination of the relationship, in the most serious cases, for external collaborators e parasubordinates;



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales

Free Green Nature S.r.l. Via Del Lavoro N.31/B 31014 Colle Umberto (TV) C.F/ IVA IT05101340262 REA TV 425850  
Cap. Sociale 1.000.000,00€ I.v. Email: [info@freegreen-nature.it](mailto:info@freegreen-nature.it) Tel.+39-0438-388659 PEC: [free-green@pec.it](mailto:free-green@pec.it)

- cause of immediate termination of the relationship, in the most serious cases, for suppliers, contractors and subcontractors.

The identification and application of sanctions will always take into account the general principles of proportionality and adequacy with respect to the alleged violation.

In all the aforementioned hypotheses, Free Green Nature S.r.l. also reserves the right to exercise all actions which it deems appropriate for compensation for the damage suffered as a result of the conduct in violation of the Code of Ethics.



[www.freegreen-nature.it](http://www.freegreen-nature.it)



free green nature



freegreennature



freegreennatur1



free green nature



Questi sono i nostri canali social media



These are our social media channels



Estos son nuestros canales de redes sociales