

THOT  
CODE  
OF ETHICS

**Thot**  
Research and statistics

# Fundamental principles

## LEGALITY

That conducts its activity in compliance with community rules, national and regional rules, as well as codes of ethics adopted by professional associations and all national and international bodies rejecting corruption and any illegal practice.

## MORAL INTEGRITY

That's assets and reputation are protected through a conduct inspired by moral integrity enhanced through honesty, fairness, integrity, transparency, clarity and completeness of the behavior and communication adopted.

## PROFESSIONALITY

Employees manage their own activities with the professionalism required by the nature of the assignment and function performed. Their objectives are achieved with a strong commitment to excellence and assuming the responsibilities that fall to them.

## DIVERSITY AND EQUAL OPPORTUNITY

That does not allow any kind of discrimination for reason of race, cultural, ideology, physical, religion or any other reason. It promotes the integration between the people and a peaceful business climate, interesting and satisfying. It promotes respect and the team spirit in the workplace, embracing the multicultural essence of the company. It guarantees equal opportunities.



# Fundamental principles

## HEALTH AND SAFETY

All employees have the right to a safe and healthy workplace. That is working to create and preserve healthy working environment in accordance with the directives and encourages the company to have good responsible behavior. Training courses promote and consolidate a culture of safety and risk awareness.

## ENVIRONMENT

That has a deep understanding of the necessity of environmental initiatives and conservation of the territory. It has been involved in raising collectivity consciousness and training its employees to be aware of the environmental aspects and impacts of its activities. It is committed to operating in compliance with environmental protection and develops communication tools with enhancement of sustainability issues.

## PROFESSIONAL ASSETS

Every employee has an obligation to protect the professional assets, keeping care of the movable and immovable properties, the technological and computer storage media, the company equipment, corporate products, information and know-how.

## COMPANY IMAGE

The good reputation and the respect of That's image represent a major value. Each member of the company shall undertake to act, accordingly with the principles of the code of ethics in their relations with colleagues, customers and any third party and to keep a decorous behavior inspired to transparency, fairness and mutual respect.



# Our approach

## TRAINING AND DEVELOPMENT

The contribution of each resource is promoted ensuring equal opportunities and assigning roles and responsibilities consistent with the individual paths and enhancing the acquired skills.

The result is a specific workforce, diversified and motivated. In addition, a good corporate communication increases the level of resources' involvement, their complicity towards the company's goals and the determination to their achievement.

## TRAINING CENTER

That is committed in continuing-educational programme. It has established a permanent training center in order to increase the improvement of the resources' organisational capacity and their delivery of the services. A permanent training center involves partners such as public institutions, schools, universities and other private and public entities. The infrastructure is intended to support professional training in different subject areas in all business functions. The training modules are updated constantly on the basis of changes and new challenges on the national and international market.



# Our approach

## ENVIRONMENTAL POLICY

*“We do not inherit the earth from our ancestors; We borrow It from our children”* (Old Indian proverb)

Within the scope of preserving and protecting the quality of the environment, That has always oriented its own modus operandi in the fundamental compatibility and environmental principles.

That promotes a responsible attitude and fosters this approach with all stakeholders, suppliers and customers.

## MEDIA RELATIONS MANAGEMENT

Sales, marketing and advertising activities shall ensure that the external communications comply with principles of truthfulness, transparency and clarity, making sure that information are coherent, accurate and always compliant with the procedures or regulations adopted by the company.



*Employees, collaborators, administrators, auditors, consultants and the main suppliers shall be entitled to inspect the Code of Ethics and are required to respect the rules contained therein.*

Thot S.r.l.