



CODE OF ETHICS
ORG_RISK_001-1.3



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DOCUMENT INFORMATION

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1. REFERENCES

1.1 REFERENCE DOCUMENTS

- legislative decree 231/2001

2. SCOPE AND FIELD OF APPLICATION

The present Code of Ethics is adopted by SORINT.lab S.p.A., SORINT.pro, SORINT.sec, I-Data-Tek and Experim with legal headquarters in Via Zanica, 17 – Grassobbio (BG) (hereinafter referred to as SORINT) operating for more than twenty five years in the Information and Communication Technology and System Integration sector, offering consultancy and professional services in planning, installation, personalisation and support to complex IT systems and mission-critical in the Data Center, Security and Networking areas.

3. SORINT MISSION STATEMENT

The mission statement of SORINT is to become the preferred **technology partner** of organisations, with the aim to assist them in reaching their business objectives.

Through its people, methodologies and tools SORINT offers its partners top-notch innovative services.

SORINT sets its sights on the goal of establishing long-term, trusting relationships with its partners, always keeping its promises, and always living by its **Values**:

S	SHARE objectives with passion Share the commitment and effort to achieve them
O	OTHERS FIRST Organizations, partners and employees as our priority
R	RESPONSIBILITY to act through our values
I	INNOVATION: To start where others finish
N	NETWORK: together for change, flexibility, and continuous enhancement
T	TALENT to build talented and positive teams

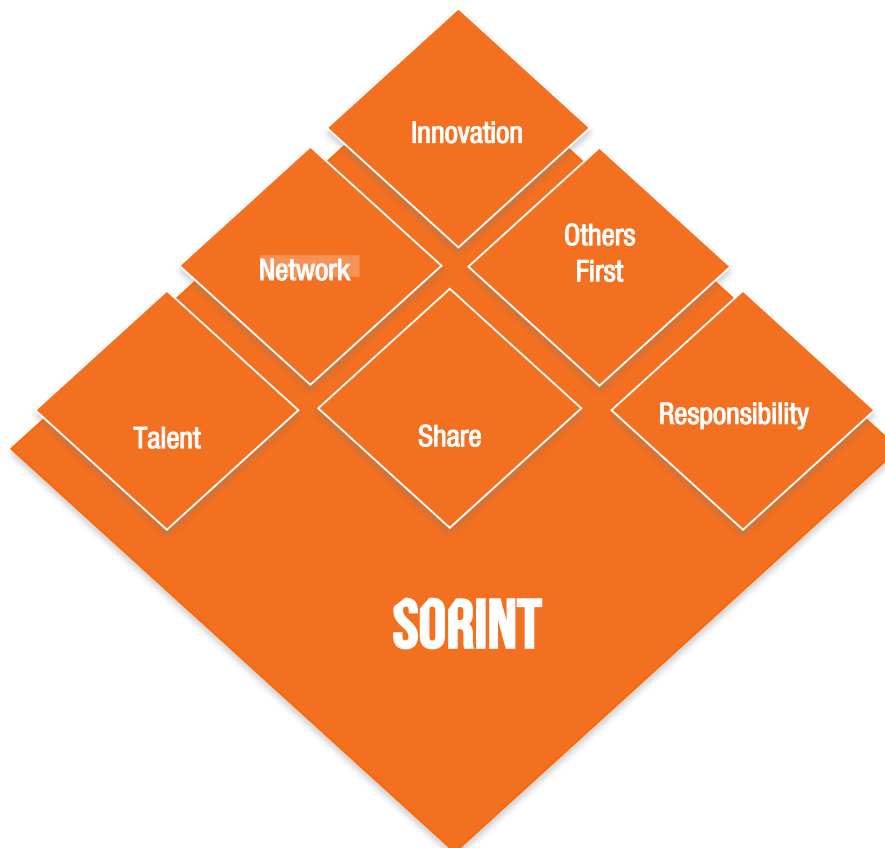
Table 1 – Sorint Values

Guidelines:

Satisfying Partnerships (relationships)
<i>Helping partner realise value.</i>
SORINT shares its business goals with all of its partners.
Our Commercial Partners use the services offered by SORINT according to our values, while our Operating Partners participate with SORINT people to the creation of services always in line with shared values.

Excellence
<i>To consistently strive to exceed expectations, take responsibility and honour our commitment</i>
Always adding quality to every phase of service production, quality recognised by partners and stakeholders. Keeping promises. Having a long-term international view in regards to partners.

Make It Agile
<i>Easy to do business with</i>
We want having relationships with SORINT to be simple. Communications, processes and responsibilities must all be clear and dynamic.



4. GENERAL PRINCIPLES AND OBJECTIVES

The Code of Ethics represents the collection of reference values and principles on which every action of SORINT is shaped. In it, the guidelines of the Company are provided and, among other aspects, the Code of Ethics outlines the following objectives:

- **The increase of system cohesion and coherence:** the aim of the Code is to improve internal relations and to shape a coherent, uniform and transparent external image.
- **The improved efficiency of the organisation:** zero tolerance for opportunistic behaviour, and motivation of the maximum number of participants towards positive objectives increase the capacity of producing usefulness, both for those most directly involved and for the entire workplace environment.

A good reputation: an organisation with good rules, that demonstrates its values in an unambiguous way, with transparency both in indentifying behaviours deemed negative

5. VALUES AND GUIDELINES

5.1. OTHERS FIRST

By "Others First" we mean that "the other" must always be the aim of our effort, thus setting a standard of personal excellence.

Others First is the main principle in order to build long lasting relationships with our partners in the creation of services and in their use.

5.1.1. IMPARTIALITY, EQUALITY AND NON DISCRIMINATION

In adopting decisions that involve the choice and the management of relationships with its employees, collaborators, suppliers and the surrounding community, SORINT takes upon itself to avoid any discriminatory practice based on sex, on health status, on race, on nationality, on political opinions and on religious beliefs.

5.1.2. PERSONAL INTEGRITY

SORINT recognises as a fundamental value the physical and moral integrity of all of its collaborators.

and in making public appreciation of positive behaviours, produces trust within its contacts and commercial partners.

All aforementioned objectives and the regulations that follow, constitute what SORINT considers to be the values towards which all its business activities are aimed. We define "Ethical" any behaviour that conforms to this Code, and anyway fulfils its value system.

This Code contains a series of ethical regulations and rules of conduct that must be adhered to by all partners of SORINT, in the carrying out of typical duties and activities, and in a spirit of maximum collaboration.

The Code is addressed to all persons who, in any capacity and with differing responsibilities, participate to and form the organisation and directly and indirectly fulfil its aims.

The regulations of this Code are applicable to all offices and all premises where SORINT performs its activities.

For this reason, we constantly strive to guarantee work conditions that are respectful of individual dignity, and a safe and healthy working environment.

Therefore, no oppressive or detrimental practises to the personality of employees or collaborators will be tolerated, nor will be tolerated any behaviours that attempt to elude the objectives of maximum health and safety of any premises in which company personnel are operating.

5.2. RESPONSIBILITY

To act in accordance with the company values in the interest of all stakeholders.

5.2.1. RESPONSIBILITY TOWARDS THE COMMUNITY AND THE ENVIRONMENT

SORINT strives to pursue its objectives in full respect of the local communities in which it operates (you can see the list of offices in the introductory paragraph). This goes for every activity, even if it is carried out outside one's own office. SORINT considers the environment to be an essential resource at the disposal of the community; and therefore works to constantly monitor the environmental impact of its

activities and to adopt practises that comply to environmental requirements.

5.3. TALENT FOR EXCELLENCE

SORINT's aim is to establish work teams (both internal and external) that are always talented and positive.

5.3.1. HONESTY

SORINT employees and collaborators, in carrying out their typical activities, are required to diligently respect the existing laws, the behavioural model, this Code and the internal rules as well as the procedures and operational instructions defined by the ISO 9001 Certified Management System. Any conducts not abiding by these criteria are considered unjustifiable, even when carried out in the supposed interest of the company.

5.3.2. ABSENCE OF CONFLICTS OF INTEREST

Employees and collaborators of SORINT must avoid situations that may involve a conflict of interest, even if only apparent, whenever carrying out their activities. This means avoiding situations in which a collaborator follows an interest that is different and in conflict with the objectives of the company, or gains a personal advantage from business opportunities particularly with clients, or potential clients, with suppliers or partners.

5.3.3. PRIVACY

SORINT does not share any information or data in its possession and guarantees the processing of personal data in accordance with existing laws pertaining to the processing of personal data (legislative decree 196/2003).

Employees and collaborators may not divulge private information for any purposes not connected to the normal carrying out of company activities.

5.4. NETWORK

SORINT values active communication with all stakeholders with whom it works, and encourages the establishment and development of a network of participating collaborators.

5.4.1. WORTH OF EMPLOYEES, COLLABORATORS AND OF HUMAN RESOURCES AND PARTNERS

SORINT considers its employees, collaborators and all involved human resources, including its clients as partners. They are the main asset to the company, indispensable to its success, therefore it strives to nurture them, caring for their growth and professional development.

Moreover SORINT provides ongoing training to its employees and collaborators, both on a technical and professional level, and on the safety in the carrying out of tasks.

5.5. INNOVATION

SORINT strives to constantly exceed the expectations of its partners, to honour its obligations, invariably adding value.

SORINT's primary focus is the satisfaction of its partners' expectations. Therefore it strives to perform its activities to the highest level of quality, in compliancy with the relating national and international standards, as well as in compliancy with the technical standards of the sector and according to the internationally approved quality standards implemented by the company; moreover the international norms connected to system certifications (UNI EN ISO 9001) and of sector (UNI EN ISO 20000) are respected.

5.6. SHARE

5.6.1. TRANSPARENCY AND COMPLETENESS OF INFORMATION

SORINT by way of its corporate bodies, and also through its partners and collaborators, must transmit clear, factual, complete and transparent information to its partners. Therefore, SORINT promotes collaboration between its personnel and its partners with the aim of achieving the maximum transparency of information coming from the company.

5.7. DILIGENCE AND ACCURACY IN EXECUTING CONTRACTUAL RELATIONS

SORINT guarantees the maximum diligence and accuracy in the execution of contracts, and connected activities. It conforms to existing norms and operates carefully following the applicable rules.

5.8. FAIR COMPETITION

SORINT refrains from practices contrary to market regulations and free competition. Moreover, it strives to act with correctness and transparency in dealing with its clients/commissioning bodies, with its suppliers and with its competitors.

6. HOW TO BE ETHICAL!

6.1. RELATIONSHIPS WITH PARTNERS PARTICIPATING IN THE CREATION OF VALUE/ PRODUCTIVE/ OPERATING.

6.1.1. DEFINITION

For the purposes of this Code, a contributing partner is defined as an employee and/or collaborator, going beyond the legal meaning of the relationship, who maintains a work affiliation with SORINT aimed at the fulfilment of its goals, or participates in the creation of services. SORINT considers the establishment of ongoing relationships with its collaborators fundamental to the creation of valuable services and long term partnerships.

6.1.2. SELECTION OF PERSONNEL

The evaluation regarding personnel to hire is carried out on the basis of mutual expectations, as well as the actual needs of SORINT, and in consideration of the actual role which the candidate is assigned to.

Therefore, prior to evaluation of role and function, the selection of personnel must meet equal opportunity criteria: the Human Resources (HR) office in charge of selection, and all staff who - under any title - collaborate in the recruitment of personnel, strive to avoid any form of favouritism, nepotism or clientelism in the recruitment stages.

SORINT strives to utilise information obtained in interview phases or received on Curriculum Vitae (CVs) offered, with the only aim of evaluating the professional profile of the candidate, also from a psycho-attitudinal point of view, respecting the private sphere and opinions of said person, as well as privacy laws (legislative decree 196/2003).

6.1.3. ESTABLISHMENT OF WORK RELATIONSHIPS

The hiring takes place with the drawing up of a regular work contract; no form of irregular work is tolerated. Foreign workers are hired if in possession of a valid, regular residency permit.

Upon the acceptance of the job, the collaborator must be thusly informed regarding:

- Type of function and duties assigned;
- Legal regulatory elements and compensation, as provided for in the commerce sector labour contract applicable to SORINT's sector;
- norms and procedures directed at avoiding personal health and safety risks and safety risks

- inside the workplace (legislative decree 81/2008), concerning the functions to be carried out;
- internal regulations (Company Rules) and management of travel expenses or other business expenses.

6.1.4. MANAGEMENT OF PERSONNEL

In the execution of a work contract, SORINT avoids any type of discrimination in regards to its collaborators.

Every decision pertinent to work-relationships must be judged according to the correspondence between the profiles of the collaborators and the expectations of SORINT (in the case of promotion for example), and according to merit (for example, assignment of prizes based on achieved results) as well as assigned benefits.

Moreover, SORINT favours a flexibility in work organisation that supports maternity leave and childcare, evaluating and, where possible, accepting requests of part-time work, family leave and other leave.

The evaluation of employees and collaborators is performed by management, together with the supervisors of all interested parties.

6.1.5. NURTURING AND TRAINING OF PERSONNEL

SORINT strives to fully develop the existing skills and talents in the organisation, being conscious of the fundamental value of each collaborator within the company.

Moreover, SORINT works to provide training activities that benefit all collaborators, with the aim of developing their expertise.

6.1.6. HEALTH AND SAFETY OF COLLABORATORS

SORINT strives to make collaborators aware and attentive towards the health and safety risks in the workplaces (legislative decree 81/2008) where activities are carried out, with specific, educative and informative courses, promoting responsible behaviours.

SORINT's objective is to protect the health and safety of its collaborators, especially with preventative measures in the workplace environment.

To achieve this, the Company carefully respects every regulation in this regard, putting over and above all else the healthiness of workplaces where activities are carried out.

Reiterating awareness of the fundamental importance of the dignity and physical integrity of its collaborators, no violation of collaborator's health and safety or accident prevention legislation is considered tolerable by SORINT, therefore every action contrary to the cited regulations is considered to be against the wishes and interest of the Company.

6.1.7. PROTECTION OF PRIVACY

SORINT adopts regulations towards the protection of collaborators' privacy that are designed to specify information that the Company can request from collaborators and the treatment and storage of it.

The above mentioned regulations forbid, except under circumstances expressly provided for by law, the communication and distribution of personal information, in particular sensitive information, without the prior consent of the interested parties.

This includes forbidding any investigation into the private lives, opinions of any nature and all other individual expressions of the workers and personnel in any way linked to SORINT.

6.1.8. INTEGRITY AND PERSONAL PROTECTION

SORINT's objective is to protect the moral integrity and dignity of its collaborators.

Therefore, acts of psychological violence, discriminatory and harmful to the person (e.g. injuring, threatening, isolation or excessive invasion, unfair professional restriction) are not tolerated; nor are sexual harassments or behaviours that can harm the sensitivities of persons (including but not limited to the exposure to sexually explicit materials).

Any harassments or discriminations based on age, sex, sexuality, race, health status, political opinion, nationality, religion (etc...) may be brought to the attention of the Management that will ascertain the actual breach of the Code of Ethics.

6.1.9. DUTIES OF COLLABORATORS

Collaborators must respect the obligations derived from the signing of a work contract, as well as the rules provided for in the Code of Ethics.

7. MAKE IT AGILE

7.1. RULES OF CONDUCT RELATING TO RELATIONSHIPS WITH COMMERCIAL PARTNERS

7.1.1. DEFINITION OF COMMERCIAL PARTNER

Sorint always prefers the term PARTNER to that of client. A commercial partner is above all one with whom business objectives are shared.

Commercial partners are users of any of the services offered by SORINT, in any capacity.

SORINT does not arbitrarily discriminate amongst its commercial partners, and always adopts criteria of maximum transparency in relation to them.

7.1.2. CONDUCT OF COLLABORATORS IN DEALING WITH "COMMERCIAL PARTNERS"

Collaborators of any role or title pertinent to SORINT, must adopt a style of maximum availability and courtesy towards organisations that SORINT provides services to, with the aim of maintaining a relationship of constant and efficient collaboration. It is also requested that they show the maximum level of transparency in their dealings with stakeholders.

7.1.3. QUALITY OF SERVICES AND STAKEHOLDERS SATISFACTION

SORINT strives to provide services conforming to high standards of quality, as well as carrying out periodical monitoring of the expectations of its stakeholders.

Therefore SORINT holds all stakeholders suggestions and complaints relating to its services in very high recognition.

7.2. RULES OF CONDUCT IN RELATIONS WITH OPERATING/TECHNICAL PARTNERS

7.2.1. DEFINITION OF OPERATING/TECHNICAL PARTNER.

Operating partners are those who, in any capacity, supply assets, services, performances, and resources necessary to the providing of SORINT services for its stakeholders.

7.2.2. CRITERIA IN SELECTING OPERATING PARTNERS

In selecting its operating partners SORINT looks for the maximum competitive advantage altogether honouring the quality of the service provided, avoiding arbitrary discrimination in every case.

To this end, the selection of partners is based on objective, documentable criteria.

SORINT's behaviour towards both the pre-contractual and contractual phases of selection, is based on maximum loyalty, fairness and transparency.

SORINT considers, among others, prime requisites in the selection of partners:

- the quality of product/service provided and sold;
- quality/price relationship;
- capability to respond to requests and needs;
- technical/professional suitability of service partner in accordance with relevant regulation;
- respect of the environment;
- social commitment.

Acceptance of this present Code by way of signed subscription by the partner, represents one of the selection criteria and is an integral part of the contractual relationship.

In any case, if the partners, in the execution of contractual relations with SORINT, did not conform to the conduct regulations provided for in this Code, the Company reserves the option to adopt suitable measures, until the resolution of the relationship, or the stopping of further opportunities of collaboration.

7.2.3. INTEGRITY AND INDEPENDENCE IN RELATIONS WITH OPERATING PARTNERS

SORINT performs constant monitoring of its relations with its partners. Contractual relationships with partners must be based on the maximum clarity, avoiding where possible situations of dependence.

7.2.4. ETHICAL ASPECTS OF SUPPLY

SORINT's objective is to align its supply activity with the ethical regulations in this Code.

For this SORINT highly values any requisites that are ethical-social in their nature (including but not limited to, the presence of an environmental management system or ethical certifications).

In particular, special clauses that provide for specific social obligations (for example the adoption of measures guaranteeing the respect for the fundamental rights of workers, protection from child labour, principles of equality, anti-discrimination, etc.) are added in the case of contracts with suppliers from "at risk" Nations, as defined by recognised international organisations.

7.2.5. GIFTS AND BENEFITS

SORINT avoids every form of illicit payment to partners and stakeholders and their representatives and does not bestow benefits and/or gifts intended to gain special favourable conditions. Moreover SORINT turns down benefits and/or gifts from partners intended to gain special favourable conditions.

7.3. CONDUCT RULES RELATING TO RELATIONS WITH THE TERRITORY: THE ENVIRONMENT, THE COMMUNITY AND INSTITUTIONS.

7.3.1. DEFINITION OF COMMUNITY, INSTITUTIONS AND ENVIRONMENT.

The term "territory" identifies a determined physical space, with its natural, cultural and historical features. For the purposes of this Code of Ethics, the ideas of Community and Institutions are found within it.

However, the term community identifies the human establishment present in the territory, that is the human community functionally and culturally connected to it. Whereas institutions are decision making establishments that make the functioning of the community and other form of social organisation possible. The term "Institutions" usually refers to those that are public in nature.

7.3.2. RESPECT OF THE ENVIRONMENT

SORINT endeavours to ensure that its activities are carried out in complete respect to the environment, as well as employing sustainable development practises compatible with the health of the territory in which it operates.

This is also done in the awareness that respect for the environment can represent a competitive advantage in a market that is ever more attentive to quality and to the behaviour of its operators.

For this reason, SORINT carries out periodic checking activities in regards to its environmental aspects.

7.3.3. RELATIONS WITH INSTITUTIONS AND THE COMMUNITY

SORINT develops ongoing relationships of collaboration and communication with institutions and the community regarding:

- the regulatory and administrative activity relating to the activities of the company,
- environmental safeguard,
- risks prevention.

All activities and relationships, including temporary and occasional, that exist between Public Administration and SORINT, are subject to the following regulations.

7.3.4. PRINCIPLES AND RULES OF RELATIONS WITH INSTITUTIONS AND COMMUNITIES.

Administrators, employees and collaborators of any title, that are affiliated with SORINT, act with integrity and fairness towards institutions. The company has defined an organisational model specific for the prevention of violations towards public administration. In order to guarantee maximum transparency and clarity, relations with institute representatives occur exclusively through agents expressly and explicitly employed by SORINT.

In relations with regulatory Authorities, potential contacts of the organization, the company strives to provide in a timely fashion all requested information to said Authorities, national and local, that are deputised to the checking and regulation of services, in a complete, correct and adequate manner.

Concerning the community of reference for each activity of SORINT, SORINT endeavours to pay careful attention to any solicitations coming from the community in which it operates. SORINT also promotes the support of social and cultural initiatives in general, and participates in them through sponsorships, considering them to be occasions for the Company and the territory to interact.

SORINT does not distribute contributions to any political parties or election candidates, and abstains from any form of pressure towards public representatives aimed at gaining advantages for the organisation.

Therefore, in any possible donations and liberality concessions to the national territory, SORINT abides by the defined principles, preferring initiatives that offer a guarantee of quality, that stand out for the ethical message transmitted and that - in coherence with its mission - contribute to social development.

No behaviour designed to steal, corrupt or divert the money and the contributions or utilities received from Public

Administration is admitted or tolerated; any actions against public administration contrary to the regulations and principle of good faith and transparency implemented by personnel affiliated to SORINT is considered forbidden, sanctionable and, in every case, contrary to the interests of the Company.

7.4. SOCIAL RESPONSIBILITY AND RESPONSABILITY TOWARDS ALL COMPANY STAKEHOLDERS: ORGANISATIONAL MODEL EX LEGISLATIVE DECREE 231/2001

7.4.1. THE ORGANISATIONAL MODEL FOR CONTROL AND PREVENTION OF VIOLATIONS.

The Organisational model for Management, Control and Prevention of crimes guarantees SORINT's best efforts in its activities, towards actions that are always diligent and in full respect of applicable regulations. The introduction of Compliance oriented Internal Auditing for companies, and the related legislative decree 231/01, were born from the empirical finding that illegal conducts committed inside a company don't often derive from the private initiative of one individual, but are the result of wider diffused practises: they are, in short, the fruits of the choices of the entire company. The etiquette prescribed by legislative decree 231/01 is designed to incentivise ethical and professionally correct behaviour on the part all interested parties.

SORINT has implemented a model of Organisation, Management, Control and Prevention of crimes, in compliance with legislative decree 231/01 and has identified a Vigilance Body.

The model represents a further and fundamental guarantee for the owners of shares, for employees and for stakeholders in general, guaranteeing the maximum adherence to existing regulations. The Model also allows the continuous verification that crimes in the interest or advantage of SORINT are not committed by any personnel affiliated or pertinent to SORINT, with consequences expressed in the cited legislation.

This Code expresses guidelines and principles of behaviour to be respected, that together with the other principles therein, contribute to the prevention of the commitment of crimes specified by legislative decree 231/2001, in the specific work area of SORINT

7.4.2. RELATIONS WITH THE MEDIA AND PARTNERS

Relations with the media must be carried out in compliance with the internal rules and regulations and in accordance with existing legislation.

8. SECURITY SYSTEM AND SANCTIONS FOR THE LACK OF RESPECT OF REGULATIONS AND PRINCIPLES OF THE CODE OF ETHICS.

8.1. COMMITTEE OF CONTROL AND VIGILANCE ON THE CODE OF ETHICS.

8.1.1. INSTITUTION OF THE CONTROL AND VIGILANCE COMMITTEE FOR THE CODE OF ETHICS.

A Committee of Control and Vigilance in regard to the implementation of provisions and carrying out of aforementioned principles has been established. Necessary funding and powers of inspection in any way sufficient to guarantee the full implementation of the functions of control and vigilance have been entrusted to this committee.

The Committee meets periodically to verify the actual implementation of the principles indicated in the Code of Ethics.

All meetings, acts, deeds and any other activity performed by the Committee, are recorded in a memorandum.

The committee's acts are periodically communicated to the administrative body and, annually, a meeting between the two groups takes place, during which a general evaluation of the ethical condition of SORINT is completed, and the programmatic guidelines of activities are defined.

Every year, the Committee submits an information and training plan regarding the content of this Code of Ethics to the administrative body, aimed at its principal recipients, in respects to what is described above.

8.1.2. FUNCTIONS OF CONTROL AND VIGILANCE COMMITTEE FOR THE CODE OF ETHICS.

The Control and Vigilance Committee for the Code of Ethics has the duty of:

- monitoring the functioning of and adherence to the Code of Ethics;
- requesting from the company, any additions to the document deemed necessary;

proposing sanctions for verified violations to the regulations of the Code of Ethics

8.2. CODE OF ETHICS VIOLATION VERIFICATION PROCEDURE AND CONSEQUENCES OF NON-COMPLIANCE.

8.2.1. VERIFICATION PROCEDURE FOLLOWING COMPLAINTS OR INSPECTION BY THE COMMITTEE.

The vigilance committee receives notifications of Code of Ethics violations and by way of its powers of inspection verifies their foundation. The verification procedure is carried out in maximum transparency and in full respect to all applicable regulations, including employment laws. At the termination of a procedure regarding a violation to the Code of Ethics opened following a complaint or notification, the Committee can only emit a judgement of violation or non-violation of the Code.

Violation judgements can concern individual employees or organisational or functional areas of SORINT.

A memorandum is written up from the final judgement. This is then sent immediately and without hesitation to the HR office and to the administrative body, who will, if it is necessary, decide and apply sanctions in full accordance with the Law, and any other applicable legislation, including contractual.

8.2.2. INFRACTION PROCEDURE FOLLOWING A JUDGMENT OF VIOLATION.

In the case that the Committee recognises a violation of this Code, and ascertains a responsible party, it can emit an official reprimand.

This reprimand can be in written or verbal form.

The Committee can decide the form and the degree of exposure of the reprimand.

The committee notifies of the verifications in progress any parties and functions involved, in any way, including verbally.

Moreover, it is the responsibility of the committee to notify the complainants of its properly reasoned decision.

Any sanctions imposed upon the transgressor/perpetrator comply to the legal conditions, applicable contracts (including collective ones), the adopted organisational Model and this Code of Ethics.

Any contrast within the Company concerning this code and its application, and every verification of activities carried out in collaboration with different functions is referred to the Vigilance Committee for definition.

8.2.3. RELATIONS BETWEEN THE COMMITTEE AND MANAGEMENT BODIES

Every time the Committee – confronted with a notification, inside a procedure, or following any exercised vigilance activities – finds any errant link or overlapping of legislation, contracts or rules pertinent to a specific management area, it can contact the management of said area, informing them of the fact.

8.2.4. ADVICE ON THE INTERPRETATION OF THE CODE AND ETHICAL TRAINING

Opinions regarding the means of respecting the Code can be requested from the Committee.

SORINT endeavours to perform regular employee and collaborator training initiatives, in particular upon their admission and hiring, as well as information and awareness training regarding the same themes.

8.2.5. OPERATIONAL PROCEDURE FOR THE COMMITTEE

The procedures for the operation of the Committee coincide with those prescribed for the Vigilance Committee, outlined by the organisational Model adopted in accordance with legislative decree 231/2001.

Every time that the Committee recognises the need for modifications or updates, once deliberated, it advertises them in the appropriate way.

8.2.6. TEMPORARY AND FINAL DIRECTIONS.

This Code provides for an experimental phase of three years, at the end of which, a revision of the here stated principles, findings and statutes will go ahead.

Notifications, complaints (also in anonymous form), requests for information and any other communication pertinent to the morality and ethics of SORINT must be addressed to:

SORINT Vigilance Committee

E-Mail: odv@sorint.it



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www.sorint.it

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