



*BE BETTER: Today better than yesterday,  
tomorrow better than today!*

*ESSERE MIGLIORE: Oggi migliore di ieri, domani migliore di  
oggi!*

# Code of Ethics

## Introduction:

At Talent I Rozwój Fabrizio Bertocchi, we are committed to conducting our business with the highest ethical standards and integrity. We believe that ethical behaviour is essential to our success, reputation, and relationships with stakeholders. To this end, we are launching a Code of Ethics that outlines our values, principles, and expectations for ethical conduct.

## Code of Ethics:

1. *Honesty and Integrity:* We will act with honesty and integrity in all our business dealings, including but not limited to interactions with customers, suppliers, employees, and shareholders. We will not engage in any form of dishonesty, fraud, misrepresentation, or concealment.
2. *Fairness and Equity:* We will treat all individuals fairly and equitably, regardless of their differences, including but not limited to race, ethnicity, gender, age, sexual orientation, religion, ability, or background. We will not discriminate or tolerate discrimination in any form.
3. *Respect and Dignity:* We will respect the dignity and rights of all individuals and avoid behaviour that may be offensive or demeaning. We will promote a workplace culture that values diversity, inclusion, and mutual respect.
4. *Confidentiality and Privacy:* We will protect the confidentiality and privacy of sensitive information, including but not limited to trade secrets, customer data, and personal information. We will comply with all applicable laws and regulations related to data protection and privacy.
5. *Compliance and Accountability:* We will comply with all applicable laws, regulations, and industry standards related to our business operations. We will also hold ourselves accountable for our actions and take responsibility for any violations of our Code of Ethics.
6. *Sustainability and Social Responsibility:* We will act in a socially responsible manner and strive to minimize our environmental impact. We will promote sustainability in our operations, products, and services and contribute to the communities where we operate.



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#### Conclusion:

At Talent I Rozwój Fabrizio Bertocchi, we believe that ethical behaviour is essential to our success, reputation, and relationships with stakeholders. We are committed to upholding the highest ethical standards and values in all our business dealings. By implementing this Code of Ethics, we are taking an important step towards ensuring that our employees, agents, representatives, and business partners understand and comply with our ethical principles and expectations. We expect all our stakeholders to support and uphold our Code of Ethics and work together towards a more ethical and sustainable future.

The Founder

Fabrizio Bertocchi