

Code of Ethics



ADEODATA
Life. Science. Service.



Introduction

Being an ethical company means more than just following the rules—it means choosing, every day, how to behave with people, with clients, and within the community.

Our Code of Ethics is born from this belief: the values that guide Adeodata must be clear, concrete, and visible in every daily action.

This document is not a formality, but a real commitment. It's our way of saying: *"This is how we work. This is what we believe in."*

Our values

Adeodata is made of people. And our values are born from them. They are the heart of our culture and the reference point for every decision.

- Quality, in what we offer and how we deliver it.
- Growth, because we believe in continuous development—of individuals and the organization.
- Trust, as the foundation of every professional relationship.
- Reliability and credibility, to build strong and lasting partnerships.
- Inclusion, because every person deserves respect and equal opportunity.
- Work-life balance, because individual well-being is key to collective success.
- Collaboration, because we go further when we go together.

The behaviors that guide us

At Adeodata, being professional also means staying true to our values. Here's how we behave—every single day.

We respect people.

We do not tolerate any form of discrimination. We promote inclusive environments and respectful relationships, regardless of ethnicity, gender, age, religion, sexual orientation, or personal beliefs.

We act transparently.



We comply with laws, regulations, and company procedures. We communicate clearly, accurately, and accessibly.

We treat our clients with fairness.

We offer solutions tailored to their needs, explaining benefits, limitations, and costs honestly. We do not promise what we cannot deliver.

We handle conflicts of interest with care.

We are committed to acting in the best interest of the company and avoiding any behavior that could compromise our impartiality.

We protect the company's reputation.

Our behavior—in the office, on business trips, or online—reflects Adeodata's image. That's why we always act with respect, balance, and responsibility.

We protect data and information.

We safeguard the confidentiality of data, documents, and information, whether corporate or personal. Trust also depends on this.

We use company resources responsibly.

All tools provided to us must be used strictly for business purposes. Misuse is a form of disrespect towards everyone's work.

Our commitment to people

People are Adeodata's most valuable asset.

We want each person to be able to express their full potential in a healthy, positive, and safe environment.

We are committed to recognizing individual growth paths, offering opportunities, and truly listening.

We promote gender equality—not through shortcuts, but by removing the invisible barriers that often limit women's professional development.

If something's not right

Each of us is responsible for upholding this commitment.

If we observe behavior that is not aligned with this Code, we have a duty to report it. No one will be penalized for raising concerns or pointing out irregularities.

In case of doubt, you can reach out to your manager or the Quality or Human Resources

departments.

Ethics is not a rule to be feared, but an ongoing dialogue to be nurtured.

Conclusion

The Code of Ethics is more than a corporate document—it's a pact.

A commitment among people who believe in working with respect, awareness, and sustainability.

It is our way of taking care of who we are, and who we want to become—together.

Our ethical principles at a glance

What we promote	How we commit
Respect for individuals and diversity	We build a safe, ethical, and collaborative workplace every day
Equal opportunity and inclusion	We handle tools and information responsibly, confidentially, and carefully
Legality and transparency	We respect laws, regulations, and internal procedures with consistency
Integrity in professional relationships	We responsibly report any irregularities
Quality and reliability in every service	We offer high-quality solutions, communicate clearly, and act with fairness
Personal and professional growth	We ensure equal opportunities for growth across the Group
Work-life balance	We apply clear and shared rules