

Tubificio del Friuli S.p.A.

Code of Ethics

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CHAPTER 1 – CODE OF ETHICS

1.1 CHAIRMAN'S LETTER

Since May 2006, when the company's Code of Ethics was adopted, there have been changes in the economic and social context and in our company's configuration and organization.

In view of this, as specifically provided in the previous document, the Code has been reviewed knowing that it reflected and still reflects to date, the values that have always been the basis of our way of operating.

My request is to comply with the following principles, to contribute to increasing the value and the reputation of Tubificio del Friuli.

Rivignano, 13th September 2012

The Chairman

Francesco Tamborra

1.2 PREMISE

Tubificio del Friuli S.p.A. strongly believes that is necessary to conform to ethically correct conduct, therefore the Board of Directors approved this Code, in line with Legislative Decree 231/2001, that introduced the administrative liability of legal persons in to Italian law

The Code is a set of principles and guidelines that are designed to inspire the activities of Tubificio del Friuli S.p.A. and direct the conduct of employees, directors, statutory auditors, collaborators, customers and suppliers and, more generally, of everyone the company encounters during its activity, with the objective that its professionalism and efficiency are accompanied by good ethical conduct.

In drawing up the Code, the specific characteristics of Tubificio del Friuli S.p.A. have been taken into account, and the indications given by Confindustria, which has developed some guidelines to build organizational, management and control models to adopt regarding the prevention of crimes as referred to in Legislative Decree of 8th June 2001, n. 231 on the governance of administrative and social liability.

These guidelines foresee, among the most relevant components of the control system, the adoption of a Code of Ethics and recommend that the control system's components are compliant with a series of principles that have been considered during the preparation of this Code.

Therefore, this Code represents a founding component of the organizational model and control system adopted by Tubificio del Friuli S.p.A., given that the ethics in the business management is the basis of our company's success.

The Code is disseminated among all the employees and it contains the compliance with civil and penal rules, which all the individuals must respect, including requirements that come from the national collective bargaining.

This Code was approved by the Board of Directors of Tubificio del Friuli S.p.A. on 13th September 2012 and is subjected to reviews and updates based on the evolution of rules and the application of the experiences gained.

1.3 MISSION

In addition to having the objective to reach favourable economic results in compliance with all the laws in force, Tubificio del Friuli S.p.A. considers the

“company mission” to comply with all the ethical principles which can be values such as: correct conduct, the reputation, the company’s credibility.

These three fundamental values ensure, in addition to the development of an economic and social reality which is “positive” and which everyone desires, also the shareholders’ investments, relations with local institutions, the customers’ fidelity, the human resources’ development and the correctness and reliability of suppliers.

1.4 LAWS, RULES AND DOCUMENTS

The principal rules and the laws to relate to regarding the Code of Ethics are the following ones:

- Articles 2094, 2103, 2104, 2105, 2106, 2118, 2119 of the Civil Code;
- Article 7 of Law 300/1970, Workers’ Statute;
- Law 604/1966 on individual dismissals;
- National Collective Work Contracts
- Legislative Decree 30th June 2003, n. 196 – “Code on the protection of personal data” (Consolidated Law on Privacy) and subsequent updates;
- Legislative Decree 8th June 2001, n. 231 – “Administrative Liability of Entities” and subsequent modifications and /or additions;
- Legislative Decree n. 81/2008 – Health and Safety in work areas;
- Legislative Decree 152/2006 – Environment Protection

1.5 RECIPIENTS

This Code is directed to corporate bodies and their components, to employees, to temporary work providers, to consultants and collaborators of any type, to agents to counsellors and to any other subject who can act in the name and on behalf of Tubificio del Friuli S.p.A. and, generally, to everyone whom the Organization contacts during its activity (hereinafter the “recipients”).

1.6 SCOPE OF APPLICATION

The rules of the Code of Ethics are an essential part of the contractual requirements of the staff pursuant to Articles 2104 and 2105 of the Civil Code.

Article 2104 of the Civil Code, registered as “*Diligence of workers*”, states: “*Workers are expected to render diligently the services expected from them according to the nature of such services, the interests of the company and the higher interests of*

national production. They must also comply with the rules for work execution and discipline as set down by their employers and the superiors to whom they report".

Article 2105 of the Civil Code registered as "*Obligation of Loyalty*" states "*The worker shall not handle business, on his/her own account or to the benefit of third parties, in competition with the entrepreneur, nor shall disclose information concerning the company's organisation and production methods, or make use thereof in such a way as to harm the company*"

Tubificio del Friuli S.p.A. values under the disciplinary profile, in reference to legislation, the conducts that are against the principles of the Code, applying, according to its entrepreneurial power, the sanctions that are justified by the seriousness of facts.

1.7 CONTRACTUAL VALUE OF THE CODE OF ETHICS

Compliance with the rules of the Code must be considered an essential part of the contractual requirements of the employees, executives and the company's directors pursuant to and in accordance with Articles 2104, 2105 and 2106 of the Civil Code.

Article 2106 registered as "*Disciplinary sanctions*" states: "*Failure to comply with the provisions contained in the two articles above may give rise to the application of disciplinary sanctions, according to the seriousness of the offence*"

The serious and persistent violation of the rules of this Code harms the relationship of trust established with Tubificio del Friuli S.p.A. and can lead to disciplinary sanctions and compensation for the damage, without prejudice, for the employees, the compliance with the procedures foreseen by Article 7 of law n. 300/1970 (so-called Workers' Statue) and from the collective work contracts.

The compliance with the rules of the Code must be considered an essential part of the contractual requirements with the collaborators. Every conduct of the collaborators that have relations with Tubificio del Friuli S.p.A., that goes against the rules foreseen in the Code, may determine (as foreseen by specific contractual clauses included in letters of appointment, contracts and agreements) the immediate resolution of the contractual relationship, in addition to the eventual request of compensation from Tubificio del Friuli S.p.A, if such conduct leads to concrete damage to the company.

1.8 COMMUNICATION AND DISSEMINATION OF THE CODE OF ETHICS

Tubificio del Friuli S.p.A. provides to inform all recipients on the provisions and the application of the Code, recommending its compliance. Specifically, the company provides, also through appointing specific internal functions for:

- the Code's dissemination among the recipients;
- the interpretation and the clarification of the provisions;
- the verification of the effective compliance;
- the updating of the provisions, regarding the demands that from time to time occur.

1.9 MONITORING THE APPLICATION OF THE CODE OF ETHICS AND ITS UPDATE

Tubificio del Friuli S.p.A. undertakes to complying with the rules through establishing a Supervisory Body to which it can delegate the tasks established by the Legislative Decree 231/2001 and specifically, the tasks of supervision, monitoring and updating of the Code of Ethics, as well as to take care of its dissemination and understanding.

1.10 INFORMATION REQUIREMENTS

All the employees must refer in a timely and confidential manner to the Supervisory Body, every notice they have become aware of during their work activities, about violations of judicial rules, of the Code of Ethics or other corporate provisions that could, in any way, involve or harm Tubificio del Friuli S.p.A. The Supervisory Body will then undertake to ensure the secrecy of the reporters' identity, with exception of the requirements of law,

The reports, as well as every other Code violation recognised after other assessment activities, are immediately valued by the Supervisory Body for the adoption of eventual penalising measures to whoever is responsible for the aforesaid violations; measures that will be proposed by the Supervisory Body and assessed by the competent functions.

1.11 VIOLATION OF THE CODE OF ETHICS

The violation of the rules of this Code leads to disciplinary measures foreseen by the current National Collective Agreement of the sector, as well as, in reference of the gravity, possible legal, civil or penal actions.

The non-compliance of this Code assumes greater importance in reference to the allocation of assignments and to the employee's placement, as well as to the assessment and recognition of economic incentives, as well as possible progression of level.

1.12 REVIEW OF THE CODE OF ETHICS

The review and so the updating of this Code of Ethics is approved by the Board of Directors of Tubificio del Friuli S.p.A. on the proposal of the Supervisory Body: the document is disseminated to recipients upon its approval.

CHAPTER 2 – ETHICAL PRINCIPLES

2.1 LIABILITY AND CONDUCT OF ACTIVITIES

The recipients of this Code act in a reliable way, in good faith, with diligence, efficiency and correctness, with a reciprocal collaboration and cooperation, respecting the internal procedures and better using time and tools at their disposition and assuming the responsibilities connected to fulfilments. Every subject's activity is inspired to the intention of making their own competences grow and improving their own professionalism.

Every activity that is carried out on behalf of Tubificio del Friuli S.p.A. must be done with the only finality of satisfying it. Therefore, any conflictual situations between personal interest and that of Tubificio del Friuli S.p.A. must be avoided or, at least, notified in advance: because conflict of interest often leads to the violation of existing laws.

In this respect, Tubificio del Friuli has as its inviolable principle the compliance with the current laws and rules in Italy and in every country where it operates and, on the contrary, the Code's recipients must comply with current rules; under no circumstances can they pursue and carry out the interest of the company in violation of the laws.

It must also be specifically avoided that the participation to institutions, associations could create an interest of conflict with the company's activity just like all those situations connected to our family relations that could create conflict of interest.

In every unclear situation it is necessary to consult a superior or the General Management to clarify if you are in a situation that could potentially cause conflict of interest.

The employee must also refrain from taking part in making decisions or in activities that could involve his/her own interests and so his/her own third-degree relatives or cohabitants.

In business relations with third parties, payments, benefits (directly or indirectly), gifts, acts of courtesy and hospitality actions are forbidden, unless they have such an important value that they cannot be interpreted as to obtain favourable treatment and, however, to not compromise the image of Tubificio del Friuli S.p.A.

All the recipients' actions, operations and conduct during functions or assignments are inspired to the legitimacy under a formal and substantial aspect and to protect Tubificio del Friuli S.p.A. in accordance with current rules and the internal procedures, including correctness.

The recipients do not use information, goods and equipment they use when carrying out the function or the assignment entrusted to them, for personal purposes.

2.2 PROTECTION OF COMPANY ASSETS AND INFORMATION

Each recipient is responsible for the protection and conservation of corporate assets, both tangible and intangible, entrusted with the task of carrying out their duties, as well as their use in a way that is appropriate for the company's purposes.

None of the assets and resources owned by the company must be used for purposes other than those indicated, nor for illegal purposes.

The establishment of non-accounting funds is not permitted; all property assets must be recorded in the accounting records, unless such recording is excluded by current legislation

2.3 GIFTS AND OTHER FORMS OF BENEFITS

recipients of the Code of Ethics must not accept, even in public holidays, gifts or other benefits related to their professional activities unless they are of a modest size and comply with the procedures established by Tubificio del Friuli S.p.A.

recipients who, during the conduct of their assignments, receive gifts or other minor benefits, must immediately notify the Senior Management: the latter will evaluate the appropriateness (consulting the Supervisory Body if necessary), and possibly provide the restitution of the gift.

recipients shall refrain from practices that are not permitted by law, by commercial practices or by any Code of Ethics of companies or bodies with which they have relationships, which do not comply with current regulations.

Shareholders, business partners, customers, suppliers and all those who, in various capacities, encounter the company, will contribute to the consolidation of a corporate image, faithful to the values of transparency, fairness and loyalty.

2.4 HUMAN RESOURCES, INTEGRITY OF THE PERSON AND SAFETY

Tubificio del Friuli S.p.A. protects and promotes the value of human resources with the aim of consolidating and reinforcing every collaborator's competences.

Tubificio del Friuli S.p.A. ensures the physical and moral integrity of its collaborators, respectable work conditions of individual dignity and safe and healthy work areas in full compliance with current legislation.

Tubificio del Friuli S.p.A. undertakes to promote and spread to its collaborators the prevention principle of safety ensuring every effort to correctly and specifically inform the workers about the operating modalities of carrying out the activities, also through specific instructions.

2.5 IMPARTIALITY

In relations with its recipients, Tubificio del Friuli S.p.A. avoids every discrimination about age, gender, sexual orientation, state of health, class, national origin, union affiliation, political affiliation, religion, etc. of its interlocutors.

2.6 TRANSPARENCY AND COMPLETENESS OF INFORMATION

Everyone who works in the name and on behalf of Tubificio del Friuli S.p.A. must provide complete, transparent, understandable and accurate information about the company and the activities they oversee.

2.7 ENVIRONMENTAL PROTECTION

Tubificio del Friuli S.p.A. believes that the environment, as a support to life, must be adequately protected so that the uses that are made of it are ecologically sustainable, to benefit current and future generations.

To this end, it plans its activities in compliance with the principles of conformity with environmental legislation, prevention of pollution and continuous improvement of its environmental performance in a framework of internal dissemination of these principles and of collaboration and transparency towards external stakeholders.

2.8 PROCEDURES AND DELEGATIONS

Tubificio del Friuli S.p.A. establishes an internal system of authorisations and approvals for taking decisions about operational, investment and financial decisions.

In this regard, the separation principle of functions as a key element for the effectiveness of the executed controls on operations, is considered.

All the actions and activities carried out by Tubificio del Friuli S.p.A. or on its behalf, must be in a confidentiality regime:

- Legitimate, respecting laws, rules and procedures
- Open to objective analysis and verification, identifying with precision the subjects involved
- Based on correct and complete information

2.9 CONFIDENTIALITY

The company's activities may require the acquisition, conservation, processing and notification of news, documents and data regarding negotiations, administrative and judicial procedures, financial transactions, personal data etc.: data which, for regulatory provisions or negotiated agreements, cannot be disclosed.

Every employee and external collaborator must ensure the confidentiality required by the circumstances and for all news learned on account of his/her duties carried out in the interest of the company.

In the context of confidential information, news about facts of non-public domain capable of influencing the value of assets and financial instruments are particularly important; this information can be disclosed only by persons expressly authorised and, in any case, in accordance with applicable legal regulations.

CHAPTER 3 – ADMINISTRATIVE AND FINANCIAL MANAGEMENT

3.1 ADMINISTRATIVE MANAGEMENT AND FINANCIAL STATEMENT

The drafting of the financial statement and any other sort of accounting document complies with current laws and regulations and adopts the most advanced accounting practices and principles, accurately representing the management facts according to criteria of clarity, truthfulness and correctness in compliance with internal procedures.

Tubificio del Friuli S.p.A. applies the necessary conditions to guarantee a transparent accounting entry: truthfulness, accuracy, completeness and clarity of information. They represent and establish a fundamental value for Tubificio del Friuli S.p.A. and guarantee shareholders and third parties the possibility of effecting clear assessments about the economic, patrimonial and financial situation of the organization.

To guarantee this, every employee must collaborate so that the management facts are represented in a complete and faithful way in accounting and documentation of facts like:

- Reported in accounting to support registration
- Complete, clear, truthful, accurate and valid
- All conserved in the records for any appropriate verification, for the period prescribed by law

It is necessary that the registrations and valuations of economic and patrimonial items are based on reasonable and prudential criteria.

Anyone who becomes aware of possible omissions, falsifications, irregularities in the accounting and basic documentation, or violations of the principles established by the Code of Ethics must immediately report them to the Supervisory Body.

These violations assume disciplinary importance and are appropriately sanctioned, as they are considered to mar the relationship of trust with the company.

3.2 PAYMENTS

Tubificio del Friuli S.p.A. does not make any sort of illicit payments and guides every financial activity towards the principle of total traceability and transparency.

Payments, licit and authorised, must be promptly made, in the correct deadlines, directly to the recipients and not in cash unless in limited situations established by internal procedures.

CHAPTER 4 – RELATIONS WITH THIRD-PARTIES

4.1 RELATIONS WITH PUBLIC ADMINISTRATION

Relations with Public Administration, public officials or subjects in charge of a public service must be inspired by the principles of correctness, loyalty and transparency and the strictest observance of applicable laws and regulations and cannot in any way compromise the integrity or the reputation of Tubificio del Friuli S.p.A.

The undertaking of commitments and the management of relations with the abovementioned parties are exclusively reserved for the company functions assigned to this and for authorised employees, respecting the internal procedures and the transparency principle.

In the context of relations with these parties, the recipients of the Code refrain from offering, even through third parties, money or other benefits to the involved public official, to their relatives or to parties connected to them and from seeking or establishing personal relationships of favour, influence, interference with the aim of conditioning the activity directly or indirectly.

Only small gifts are permitted based on the appropriate directives issued by the senior management of the company.

The employees or external collaborators who receive proposals for benefits from public officials must immediately report it to their superior or to the Supervisory Body (if employees), or to their company's contact person (if third parties).

4.2 RELATIONS WITH POLITICAL AND TRADE UNION ORGANIZATIONS

The relations with movements, committees, political and trade union organizations, in Italy or abroad, and with their officials, agents or candidates are inspired by ethical principles of correctness and compliance with laws.

Tubificio del Friuli S.p.A. does not provide contributions, directly or indirectly, in any form whatsoever, to parties, movements, committees and political or trade union organizations, to their representatives and candidates, except for the ones provided by specific laws in line with internal established procedures that must provide an accurate recording in the accounting.

4.3 RELATIONS WITH SUPPLIERS

The choice of suppliers is inspired to principles of objectivity, competence, economy, transparency and correctness, in compliance with the internal procedures.

The suppliers are required to comply with:

- laws and applicable customs,
- principles of this Code of Ethics
- principles of the Organization, Management and Control Model of Tubificio del Friuli S.p.A.
- current law about labour, with particular focus on child labour and what is provided for by law in terms of health and safety
- not supporting in any way directly or indirectly mafia or terrorist associations
- guaranteeing respect for human and workers' rights.

The supply activity must be carried out in compliance with the ethical principles and must guarantee that the purchased products and/or services comply with the required and specified standards, including quality and safety.

The suppliers must be qualified, evaluated and sensitized to not incur in conduct against the ethical principles.

Specific attention is necessary in the stipulation of contracts with suppliers in geographical areas considered "at risk" also referring to the International Black Lists.

4.4 RELATIONS WITH CUSTOMERS

The Society is inspired, in its commercial and industrial relations to the principles of loyalty, correctness, transparency and openness to the market. It specifically recognizes the principle of fair competition and refrains from collusive, predatory or abuse of a dominant position.

The company considers the timely identification of its Customers and final consumers, and the verification of their satisfaction, as the fundamental success factor of the company. From what has been said, the action of continuous improvement derives from the quality of the offered products/services.

Tubificio del Friuli S.p.A. has primary interest in:

- full satisfaction of the customers' needs
- creation of a solid relationship with the customer, inspired by courtesy, quality, trust and efficiency
- professionalism, loyal attitude towards the customer

For this purpose, Tubificio del Friuli S.p.A. activates actions aimed at:

- Accentuating the orientation of the customer and the final consumer in every organization level
- Promoting the continuous improvement in the quality level of offered products and services, in the efficiency of production processes and in the effectiveness of its own company management system
- Developing research and development programs of technological and production innovation
- Developing and implementing an industrial accounting system
- Implementing and managing, as well as subjecting the internal quality management system to continuous external controls.

CHAPTER 5 – HUMAN RESOURCES

5.1 RESPECT AND DEVELOPEMENT OF HUMAN RESOURCES

Human resources are an essential element for the existence, development and success of every business. Tubificio del Friuli S.p.A., therefore, pays particular attention to the development, protection and enhancement of the skills and competences of all its employees, so that they can express at best their potential and their professionalism and, consequently, contribute to achieving company objectives in compliance with the social and environmental responsibility commitments established by the senior management. The involvement of collaborators is specifically ensured, also providing moments of participation in discussions and decisions.

5.2 PROTECTING WORKERS

Tubificio del Friuli S.p.A. guarantees the workers' freedom of association. It rejects any discrimination for age, gender, sexuality, state of health, nationality, political opinions and religious beliefs; it rejects any sort of discrimination in the recruitment policies and in human resources management.

Tubificio del Friuli S.p.A. undertakes to prevent every form of mobbing and work exploitation, directly or indirectly, and to recognise on the subject, the determining factors for any salary and career development of every single worker. In the management of hierarchical relations, any sort of authority abuse is prohibited.

5.3 STAFF SELECTION

All the staff is hired with a regular work contract. In the selection of the staff to be hired, Tubificio del Friuli S.p.A. ensures the correspondence between the candidate's profile and business needs, respecting the principles of impartiality, equal opportunities as well as avoiding every sort of favouritism, cronyism or nepotism. Specifically, acts of corruption, illegitimate favours, collusive behaviour, solicitations, personal advantages are prohibited.

The information requested to the candidates is limited to the sole purpose of the specific selection and respects the private sphere and the opinions of the candidate.

Tubificio del Friuli S.p.A. refrain from taking into consideration any reports issued by the Public Administration exponents for the purposes of staff recruitment in the company.

CHAPTER 6 – ENVIRONMENT, HEALTH AND SAFETY

6.1 ENVIRONMENTAL PROTECTION

Tubificio del Friuli S.p.A. is committed to protecting the environment as a primary asset. To this end, it directs its choices to guarantee the compatibility between economic initiative and environmental needs.

It is sure that the full compatibility of its activities with the surrounding territory and environment is the primary condition for the acceptance of its activities and for the achievement of its development objectives: directors, managers, employees and collaborators of Tubificio del Friuli S.p.A. are indiscriminately invested.

Tubificio del Friuli S.p.A. undertakes not to damage the environment and to take part and promote initiatives on environmental issues giving them timely and exhaustive notification.

6.2 PROTECTION OF HEALTH AND SAFETY

The organisation spreads the culture of safety in the workplace and promotes responsible conduct by the employees and provides appropriate tools for the prevention of accidents at work to safeguard the health of the staff employed by it.

Every activity of the company and of the individual employee must be oriented towards respect and protection of safety in the workplace, strict compliance with the rules and obligations that come from the relevant legislation on safety, as well as compliance with every measure required by procedures and internal regulations.

As part of their duties, recipients of the Code of Ethics participate in the risk prevention process for themselves, colleagues and third parties.

Tubificio del Friuli S.p.A. attributes significant value in the conduction of its business activity and implements measures that respect the following principles for the protection of workers' safety and health:

- a) avoids the risks that can damage the workers' health and safety in the workplace
- b) fights at the source the risks, adapting the work to humans, to reduce its effects on health and safety of its workers

- c) considers the degree of technical evolution to make the work area as safe and healthy as possible
- d) replaces what is dangerous with what it is not dangerous or is less dangerous
- e) prevention program, aiming at a coherent complex that integrates in it the technique, the organization of work, working conditions, social relations and the influence of factors in work areas
- f) gives priority to collective protection measures regarding individual protection measures
- g) gives appropriate instructions to the workers

6.3 WORKERS' DUTIES IN THE FIELD OF HEALTH AND SAFETY IN THE WORKPLACE

Workers must take care of their own health and safety as well as of other persons in the workplace, who the effects of their actions or omissions may fall on, in compliance with their training and instruction and with the means provided by the employer, observing the dispositions and the instructions imparted by the employer, managers and persons in charge, to protect themselves and others.

CHAPTER 7 – COMPUTER SYSTEMS

7.1 USE OF COMPUTER SYSTEMS

Regarding the use of computer systems, every employee of Tubificio del Friuli S.p.A. is responsible for the security and care of the systems used and is subject to the current regulatory and business regulations and to the conditions of the licence agreements.

With the exception for what is provided for by civil and penal laws, the use of network links for purposes other than those relating to the employment relationship falls within the improper use of company assets and resources.

Each employee is also required to provide the necessary commitment to prevent the possible commission of crimes through the use of IT tools.