

Code of Ethics

1. Premise
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3. Code of Conduct

1. Premise

Honesty, transparency, innovation, awareness and responsible leadership are values with which AIDAF identifies and are the basis from which to address any political, financial, and social issues.

The Association's contribution will be aimed not only at fostering the development of Family Businesses-protecting them, incentivizing them, promoting their image and looking after their interests-but also at supporting entrepreneurial development, at propagating, internally and to all institutional interlocutors, a moral and civil vision marked by respect for individuals, the community, environmental resources and their preservation over time, as the purpose of one's actions rather than a means to achieve profit.

2. Main Values of the Association

The Association's mission is to promote the spread and sustainable development of family businesses so that they can thrive from generation to generation.

The future of our businesses, but also our own existence, and that of future generations, are at risk if we do not accelerate the transition to a new sustainable economic paradigm.

The survival and development of the family business beyond one generation comes through responsible and controlled use of capital (not only financial, but also human and environmental), sound business management, and honest and transparent behavior of all employees toward stakeholders.

The Association promotes the dissemination of a business model centered on a united and patient family shareholder base, which is not limited to seeking an immediate return on capital, but is constantly oriented toward the long-term prosperity of the company.

The Association promotes the diffusion, education and appreciation of entrepreneurship, the inspiration for change and the advocate for innovations, pursued with tenacity, care and passion, as creative endeavors and generators of wealth for the entire community.

Striving for sustainable growth, capable of ensuring the needs of the present generation are met without compromising the ability of future generations to meet their own, is part of AIDAF's mission: reflection on future generations is intrinsic to family businesses.

The Association fosters awareness in the new generation about a sense of social responsibility, both as future family partners and as future lenders of the family business, considering merit, respect for rules and generosity/openness as reference values for their actions.

3. Code of Conduct

The Code of Ethics and Associational Values, in its various components, represents the framework for the life of the entire associative system. By signing the Code of Ethics and Associative Values, members and members of family-owned businesses of member companies respect and promote its values, principles and commitments to different stakeholders.

3.a Conduct as “Entrepreneurs”

In their role as Entrepreneurs and part of the economic and social fabric of the country, associated entrepreneurs commit themselves to:

- be deliberate drivers of development for their businesses, the economy and their local environment;
- ensure, in all communities in which they operate, respect for laws, regulations and rules, as the basis of the covenant of civil coexistence;
- strive towards the cultural and moral growth of employees, recognizing the family business as a privileged place for the establishment of creativity, loyalty and work ethic;
- act, with commitment and determination, for the maintenance, protection and growth of employment within one's enterprises and in cases of reorganization, act with responsibility, respect and preservation of jobs;
- strictly enforce laws and behave fairly and equitably towards all its employees, fostering their professional growth and valuing their merits;
- diligently ensure safety in the workplace and protect the health and mental and physical well-being of its employees and collaborators;
- conduct themselves with integrity within markets and toward competitors and suppliers;
- protect the environment in the context of environmentally sustainable financial development;
- act, in dealings with bodies, institutions, political parties, mass media and other public or private entities, with fairness, independence and integrity
- measure its environmental and social impact with the same rigor with which it measures its economic and financial performance

3.b Conduct as “Associates”

In their role as Associates, member entrepreneurs commit themselves to:

- ensure strong and active participation, contributing to the proper and orderly conduct of the life and activities of this system, with complete independence and integrity;
- always abide by the guidelines and decisions of the Board of Directors and the Assembly, in compliance with the statutory provisions;
- promote the image of the Association through their behavior, acting as leaders and ambassadors of its founding values and protecting it in every capacity;
- to contribute to the Association's decisions in total freedom and autonomy, with the priority of the broader and more general protection of the Association and always, however, expressing the utmost respect for different or dissenting opinions.

3.c Conduct as a 'Family'

In their role as the Member of the Family owning the member business, entrepreneurs and family members are committed to:

preserve the interest of the business by managing the relationship with the family to the best of their ability, especially as family and business complexity increase;

work towards unity and harmony in the family they belong to, ensuring the company's long-term continuity;

to conduct themselves in a transparent and ethical manner by informing family members, who have a right to know about the management and performance of the family business;

to maintain a conduct inspired by merit and integrity in the training and selection of future family directors, building an inter-generational dialogue that involves the integration of new generations in strategic and policy choices for long-term sustainable growth.