



CODE OF CONDUCT

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a) Introduction

Since its establishment, Plastic Free Certification Benefit Company (hereinafter PFC) has been committed to principles of humanity, equality and neutrality. PFC's transparent and consensus-driven processes, which involve relevant experts and stakeholders, are utilized to develop International Standards aimed at the minimization of the impacts of plastic pollution. These solutions provide practical and state-of-the-art solutions for disseminating innovation and environmental sustainability. The benefits of the Schemes proposed by PFC extend beyond individual or organizational interests and benefit the international community. Therefore, PFC carries out its work in a multi-stakeholder environment, and it is essential that all activities are conducted ethically, earning the confidence of standardization parties and the general public. As a result, individuals who act on behalf of PFC are accountable to the organization and must comply with applicable laws, regulations, values, principles, and policies that may exceed legal requirements. The principles contained herein set out non-negotiable minimum behavioral standards. This Code is not comprehensive and cannot cover all situations; instead, it provides a foundation and framework for expected conduct.

b) Target audience

This Code sets out principles for the conduct of persons acting for or on behalf of PFC, i.e. individuals representing PFC members, the PFC Certification Committee and their members, the PFC development community, stakeholders and liaison organizations.

c) Principles

As individuals engaged in activities within the PFC system, we adhere to the following principles:

1. Comply with legal obligations and statutory obligations

We respect applicable laws and regulations and we avoid collusive behaviors. Any PFC procedural document does not supersede the authority of international, regional and national laws and regulations.

According to Italian legislation, as a registered Benefit Company, PFC pursues various purposes of common benefit, defined and reported each year. It is also required to operate in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and activities, bodies and associations and other stakeholders.

2. Perform and act in good faith, consistent with the purpose, policies and principles of PFC

Working for the benefit of the global community, we act fairly, impartially and in good faith and do not allow personal or professional interests or relationships to influence our ability to act. We uphold the key principles of international standardization, namely consensus, transparency, openness, impartiality, effectiveness, relevance, coherence and the development dimension. Moreover, we are committed to act according to the principles of non-violence and in compliance with the dictates of the Universal Declaration of Human Rights in all our dealings.

3. Protect the environment

In particular, conservation and protection of the environment are our priority and our leading principle. Our aim is the promotion of sustainable awareness and sensitivity in order to spread globally attitudes of conscious consumption and responsible solutions attuned as much as possible to our Mother Earth.

4. Behave ethically

Honesty, integrity, respect, openness and transparency are the fundamental concepts that underlie all our activities. We uphold diversity and inclusion, with a particular focus on gender, age and level of economic development, and enable all people to contribute to the organization's decision making. Harassment or coercion in any form, such as psychological, moral or financial, is not tolerated. We refuse to accept any abuse of authority, as well as any other behaviour that might create an intimidating or offensive environment for workers' rights. We encourage and promote professional and personal development of all our employees, ensuring equal opportunities.

5. Promote cooperation

We promote and support a space of cooperation and teamwork, conscious that the common good can only be achieved through a shared commitment.

Our aim is to create value, so we commit to provide objective, transparent, appropriate and prompt information about professional development to every interested stakeholder in good faith. We respect others and the diversity of professional opinions – scientific, technical or otherwise and commit ourselves to develop the conditions necessary to treat everyone impartially, regardless of his or her contractual position as well.

6. Engage constructively in PFC activities

We exercise our powers with attentiveness, care, diligence and skill. We understand and actively contribute to PFC within the mandate of our respective roles. We take care to act on a fully informed basis and take decisions with due diligence.

7. Avoid conflicts of interest

We endeavour to avoid any conflicts of interest by communicating in a fair, transparent and timely manner to interested parties.

8. Protect confidential information

We protect the integrity of discussions and debates and do not disclose information which is confidential by its very nature. We ensure that any confidential documents or data in our possession are properly safeguarded.

9. Protect PFC assets

We act in a financially responsible manner, exercising care in relation to PFC's assets, and actively protect and defend PFC's intellectual property, including copyright and trademarks.

10. Avoid and prevent any form of bribery or corruption

We support and promote attitudes of transparency and respect by condemning any influence, intended to achieve benefits through the use of corruptive practices.



benefit company
plasticfreecertification
innovative startup

via Villa Ardente Alta, 3
Bellante (TE), Italia
64020

info@plasticfreecertification.org
www.plasticfreecertification.org