Code of Ethics

of

NANA ETS Association

### Foreword

NANA ETS with registered office in Via Giovanni da Procida 18 (Rome), hereafter also referred to as 'NANA', or 'the Association' or 'the ETS', is an apolitical and non-denominational Third Sector Entity (ETS) operating in the field of social solidarity, on a non-profit basis.

This code of ethics defines the principles and values that guide the ETS's actions, both towards its internal stakeholders (directors, members, employees, volunteers) and its external stakeholders (beneficiaries, donors, partners).

### General Principles

NANA ETS is founded on the following general principles:

Social solidarity: NANA works to promote the well-being of people and the community, including in situations of fragility.

Non-discrimination: NANA is committed to ensuring equal treatment for all its stakeholders, regardless of race, gender, religion, sexual orientation, disability or other status.

Social responsibility: NANA is committed to operating responsibly, respecting the environment and the communities in which it operates.

### Specific values

NANA ETS is inspired by the following specific values:

Ethics: NANA operates ethically and transparently, in compliance with applicable laws and regulations.

Professionalism: NANA is committed to providing quality services by enhancing the skills and professionalism of its employees.

### Participation

NANA ETS is committed to encouraging the participation of its stakeholders in the definition and implementation of its activities.

### Relations with Stakeholders

The Association is committed to establishing and maintaining relationships of trust and cooperation with all its stakeholders, in accordance with the principles and values set out above.

In particular, NANA undertakes to

Ensure transparency and fairness in relations with directors, members, employees, volunteers, beneficiaries, donors and partners.

Respect the privacy and confidentiality of their stakeholders' personal data.

Promoting the training and professional development of its employees.

Actively involving beneficiaries in ETS activities.

Reporting in a way that is transparent and accessible to all.

### Sanctions

The ETS reserves the right to take appropriate disciplinary measures against its employees who violate this code of ethics.

### Update

This code of ethics is subject to periodic review to ensure its adequacy to the changing needs of the ETS and the context in which it operates.

### Approval

This code of ethics was approved by the ETS Members' Assembly on ..... at the same time as the approval of the Association's Rules of Organisation and Operation.

### Dissemination

This code of ethics is made public on the ETS website and other communication channels.