



CODE OF ETHICS

FONDAZIONE ARTE CRT

TABLE OF CONTENTS

1. Introduction
2. Scope of Application and Sanctions
3. Adoption, Review and Dissemination
4. Guiding Principles and Scope of Application
5. Human Resources Policy
6. Fair and Transparent Management. Internal Controls
7. Protection of the Foundation's Assets
8. Relations with Third Parties
9. Conflicts of Interest
10. Confidentiality and Privileged Information
11. Anti-Money Laundering
12. External Communications
13. Use of Foundation Assets
14. Occupational Health and Safety
15. Environmental Protection

Code of Ethics approved by the Board of Directors of the Fondazione Arte CRT at its meeting of 15 June 2023.

1. INTRODUCTION

The Fondazione Arte CRT (hereinafter the "Foundation" or "Fondazione Arte"), established by Fondazione CRT as its instrumental entity, pursues purposes of social utility and the promotion of economic development, particularly within the regions of Piedmont and Valle d'Aosta.

The Foundation's statutory purpose, excluding any profit-making objective, is the protection, promotion and enhancement of modern and contemporary art in all its forms, without limitation to traditional artistic media, with particular reference to Piedmont and, especially, the metropolitan area of Turin.

Within Piedmont and Valle d'Aosta, the Foundation also seeks to encourage research, study, innovation and the development of artistic and cultural practices that emerge within contemporary society. This institutional mission requires the Foundation to uphold the highest standards of ethics and integrity, in addition to full compliance with the law.

Accordingly, the Foundation is committed to conducting all of its activities in strict compliance not only with applicable laws and regulations but also with the ethical principles that are intrinsic to its institutional nature and objectives.

Therefore, independently of the provisions of Italian Legislative Decree No. 231/2001, the Foundation has adopted this Code of Ethics (the "Code"), which constitutes the statement of values and ethical principles that inspire and guide all of its activities.

2. SCOPE OF APPLICATION AND SANCTIONS

Given its broader ethical purpose, this Code applies to all members of the Foundation's governing bodies, its employees, and all individuals and entities maintaining an ongoing professional relationship with the Foundation, including, without limitation, attorneys-in-fact, authorised representatives, consultants, contractors, suppliers, institutional partners and other collaborators.

The Foundation expects all such parties to share and fully comply with the principles and standards of conduct set forth in this Code, irrespective of whether they are formally subject to the Foundation's management or supervisory powers.

Accordingly, compliance with this Code shall constitute an integral part of contractual relationships entered into with such parties. Where the Foundation becomes aware, within the limits permitted by the nature of the relevant contractual relationship and applicable law, of conduct inconsistent with the principles contained herein, it may terminate the relevant agreement.

For this purpose, contracts may include specific termination clauses pursuant to Article 1456 of the Italian Civil Code expressly referring to compliance with this Code of Ethics.

The Foundation is responsible for:

- promoting awareness and understanding of the Code among all Recipients and encouraging constructive feedback regarding its principles;
- taking into consideration suggestions and observations received from Recipients in order to review and update the Code where appropriate;
- monitoring compliance with the Code by implementing appropriate information, prevention and control procedures, ensuring transparency in all operations and conduct, and adopting corrective measures whenever necessary.

Recipients are responsible for:

- applying the principles contained in this Code in accordance with their respective duties and responsibilities, pursuing their objectives with loyalty, integrity, professionalism, competence and transparency, while fully complying with applicable laws and regulations;
- reporting any violations or failures to comply with this Code.

No person shall be subject to sanctions, retaliation or any other form of prejudice for reporting, in good faith, conduct that is inconsistent with this Code of Ethics.

3. ADOPTION, REVIEW AND DISSEMINATION

This Code of Ethics was adopted by resolution of the Board of Directors on 15 June 2023.

The Code shall be periodically reviewed and, where appropriate, amended in light of legislative developments, operational experience, and any changes affecting the Foundation's organisational structure or activities.

The Foundation undertakes to ensure the widest possible dissemination of the Code and any subsequent amendments, promoting awareness among all Recipients of the importance of its consistent and rigorous observance.

In any event, knowledge of applicable laws and of the fundamental ethical principles recognised by society remains the personal responsibility of every Recipient. Accordingly, ignorance of such laws or principles may never be invoked as justification for conduct inconsistent with this Code.

4. GUIDING PRINCIPLES AND SCOPE OF APPLICATION

Through this Code of Ethics, the Foundation seeks to prevent inappropriate conduct and promote behaviour consistent with the principles of legality, integrity, impartiality, fairness, operational transparency, prevention of conflicts of interest, loyalty in relations with third parties, confidentiality of non-public information, and responsible use of resources.

All Foundation personnel, without distinction, are required to comply with these principles and to promote their observance within the scope of their respective duties and responsibilities. This commitment also extends to all individuals and organisations that maintain any form of relationship with the Foundation, who are expected to conduct themselves in accordance with the same values.

The belief that one is acting in the Foundation's interest shall never justify conduct that conflicts with applicable laws or with the principles set forth in this Code.

The Foundation recognises the following as its fundamental values:

Legality

Compliance with applicable laws and regulations constitutes a fundamental principle of the Foundation's activities.

All Recipients shall perform their duties in full accordance with the legal systems and regulatory frameworks applicable to the jurisdictions in which they operate.

Integrity and Impartiality

The Foundation conducts all of its activities with honesty, fairness, transparency, good faith and moral integrity.

It is committed to protecting and promoting universally recognised human rights, which constitute the essential foundation of societies based upon equality, solidarity, peace, respect for civil and political rights, economic, social and cultural rights, as well as the so-called third-generation rights, including the rights to self-determination, development and environmental protection.

The Foundation condemns every form of discrimination based on sexual orientation, race, ethnic or national origin, language, religion, political opinion, age, health status or affiliation with political or trade union organisations, except where distinctions are expressly permitted by applicable law.

The Foundation is equally committed to safeguarding the physical and moral integrity of all Recipients by ensuring working conditions that respect individual dignity, professional conduct and mutual respect, while providing a healthy and safe working environment.

Accordingly, the Foundation rejects every form of exploitation, intimidation, harassment, bullying, mobbing or stalking.

Likewise, the Foundation does not tolerate requests, threats or pressure intended to induce individuals to violate the law or this Code, or to act contrary to their personal ethical convictions.

The Foundation also places the highest importance on the protection of minors and the prevention of every form of exploitation involving children.

For this reason, any improper use of the Foundation's IT systems is strictly prohibited, particularly where such use may facilitate or support offences relating to child sexual exploitation or child pornography.

Ethics, Fairness and Professionalism

In all institutional relationships, the Foundation acts according to the principles of loyalty, fairness, transparency, efficiency, professionalism and ethical integrity.

The conduct of all members of the Foundation, both internally and externally, shall be characterised by legality, fairness, transparency and accuracy. Accounting records and supporting documentation must faithfully and truthfully reflect transactions in accordance with applicable legislation and internal procedures.

The following are strictly prohibited under all circumstances:

- bribery and corruption;
- the granting or acceptance of improper advantages;
- collusive conduct;
- directly or indirectly requesting personal or professional benefits for oneself or others.

In particular, members of the Foundation's governing bodies and all personnel, in their dealings with colleagues, employees of Fondazione CRT, suppliers, service providers, consultants, representatives of public institutions and beneficiaries of the Foundation's activities, shall refrain from requesting personal favours, appointments or other personal benefits.

Relationships with such parties shall be limited exclusively to what is necessary for the fulfilment of the Foundation's institutional mission and shall always comply with

established procedures.

Likewise, Recipients shall not accept personal consultancy assignments or other benefits from such parties.

The Foundation adopts a zero-tolerance approach towards corruption in both the public and private sectors.

Recognising that its people represent its most valuable resource, the Foundation considers commitment, competence and professionalism to be essential conditions for achieving its institutional objectives.

Knowledge Sharing

The Foundation encourages the sharing of information, expertise, experience and professional skills among its personnel and, where appropriate, with external stakeholders, recognising that collaboration contributes to the achievement of its institutional mission.

Responsibility Towards the Community

In carrying out its institutional activities, the Foundation acts responsibly towards the community and conducts its operations according to the principles of solidarity, dialogue and engagement with stakeholders.

It seeks to establish and maintain relationships based on mutual trust and, whenever appropriate, provides stakeholders with information concerning matters affecting them while encouraging their participation.

The Foundation promotes environmental protection, public health and sustainable social, economic and cultural development in accordance with internationally recognised standards concerning:

- human rights;
- equal treatment and non-discrimination;
- protection of children;
- prohibition of forced labour;
- freedom of association;
- occupational health and safety;
- fair working conditions and remuneration.

Prevention of Conflicts of Interest

No actual or perceived benefit to the Foundation shall ever justify conduct inconsistent with the principles contained in this Code or with applicable legislation.

The Foundation adopts organisational measures designed to prevent conflicts of interest, including appropriate internal procedures and an effective system of internal controls.

Recipients are expected to cooperate actively in implementing this Code and to report any actual or suspected violations through the appropriate channels, with full guarantees of confidentiality.

The Foundation does not establish or reward performance objectives that could only be achieved by compromising the principles contained in this Code.

Any incentive or reward system shall always be consistent with the Foundation's ethical values and institutional objectives.

The provisions contained in this Code establish a general framework of conduct and cannot anticipate every possible circumstance.

Accordingly, where situations arise that are not expressly addressed herein, the principles contained in this Code shall be interpreted and applied consistently with their underlying purpose and spirit.

The provisions of this Code supplement, and do not replace, applicable laws or regulations. Should any internal instruction conflict manifestly with this Code or with applicable law, the principles contained herein shall prevail.

5. HUMAN RESOURCES POLICY

Fondazione Arte is committed to creating a positive and respectful working environment in which everyone can work in compliance with the law, shared ethical principles, and values. It also ensures the confidentiality of information, including with regard to employees and collaborators.

Fondazione Arte ensures that its employees and collaborators behave, and are treated, with dignity and respect, in accordance with applicable laws and regulations and any subsequent amendments. The Foundation intervenes to prevent offensive, discriminatory, defamatory, or mobbing-related conduct. To this end, particularly offensive behavior occurring outside the workplace that may offend civil sensitivities shall also be deemed relevant. In any case, any form of physical or psychological violence is strictly prohibited.

Indeed, Fondazione Arte does not tolerate any form of isolation, exploitation, or harassment based on any discriminatory reason, whether personal or work-related, by any employee or collaborator toward another employee or collaborator.

Fondazione Arte also prohibits any disciplinary sanction against employees or collaborators who have legitimately refused to perform work improperly requested by any individual connected with the Foundation.

Sexual harassment of any kind is severely punished, including through termination of employment or collaboration contracts.

Fondazione Arte opposes any form of discrimination based on race, language, color, faith or religion, political opinion or affiliation, nationality, ethnicity, age, sex and sexual orientation, marital status, disability, physical appearance, or socio-economic condition, as well as the granting of any privilege based on such grounds.

Fondazione Arte is also opposed to undeclared work, child labor, underage labor, and any other conduct constituting offenses against individual personality rights. Every employment and collaboration relationship is established through a duly executed contract signed by the parties. All employees and collaborators are fully and properly informed of the rights, duties, and obligations arising from the execution of the contract.

Fondazione Arte undertakes to:

- select resources whose profiles genuinely match the Foundation's needs, avoiding favoritism and preferential treatment of any kind, basing its choices exclusively on professionalism and competence;
- manage human resources according to principles of fairness and impartiality, avoiding favoritism or discrimination and respecting each worker's professionalism and skills;

- provide all employees with equal employment opportunities, in full compliance with applicable laws and contractual provisions, ensuring fair regulatory and remuneration treatment;
- promote, where possible, flexible working arrangements to support maternity and, more generally, childcare responsibilities;
- act, within the limits of available information and privacy protection requirements, to prevent hierarchical dependency relationships between collaborators related by kinship up to the second degree. Employees are responsible for reporting any existing or newly established family relationships with other employees to their direct supervisor.

Fondazione Arte promotes culture among its employees and values their professional development by supporting training initiatives. It provides employees with equal access to training tools and seeks to develop and enhance their specific competencies. Fondazione Arte does not tolerate the use of alcoholic beverages, narcotic substances, or substances with similar effects during working hours or on workplace premises. Therefore, it is strictly forbidden to possess, consume, offer, or distribute alcoholic beverages, narcotic substances, or similar substances during working activities or within the workplace, as well as to perform work duties while under the influence of such substances.

6. FAIR AND TRANSPARENT MANAGEMENT. INTERNAL CONTROLS

A management decision is considered fair and transparent when, in addition to complying with all applicable regulations, it satisfies all of the following requirements:

- it is adopted by the competent institutional body, with any necessary approval by the higher authority;
- it is based on a rational and impartial analysis of risks and opportunities, exclusively in the interest of Fondazione Arte;
- it results from a process that can be adequately traced and documented;
- it is appropriately documented, including during the essential stages of its development.

Fondazione Arte ensures the adequacy of its administrative and accounting system in order to always provide a reliable and accurate representation of management activities. In particular, accounting and financial records must accurately and clearly reflect economic transactions and financial conditions. Foundation Personnel, in the exercise of their duties and within the limits of their responsibilities, are accountable for the accuracy and completeness of the information they provide and the records they make.

Without prejudice to applicable responsibilities and procedures, it is forbidden to make or receive payments or other benefits that are not adequately justified by a contractual relationship or by the value of the corresponding consideration. In particular, expense reimbursements require the submission of adequate supporting documentation, consistent with the Foundation's policies and within reasonable limits.

The Foundation promotes an organizational model based on controls and cooperation that make such controls effective, encouraging the dissemination of a genuine "control culture."

Recipients, employees, and members of institutional bodies are guaranteed full access to documents upon submission of a reasoned request demonstrating a direct, concrete, and current interest, in compliance with applicable legal provisions.

7. PROTECTION OF THE FOUNDATION'S ASSETS

Fondazione Arte manages its assets in accordance with the objectives, criteria, and areas of activity established by its By-Laws and internal regulations. In all cases, Fondazione Arte pursues ethical investment practices consistent with its institutional mission. Any doubtful case must be submitted to the Board of Directors.

Therefore, the use of the Foundation's resources must comply with applicable laws, the provisions of the By-Laws, and the values expressed in this Code of Ethics.

8. RELATIONS WITH THIRD PARTIES

The authority to undertake commitments on behalf of the Foundation toward third parties is reserved exclusively to those functions and responsibilities duly delegated for that purpose.

In the performance of their duties and within the scope of their authority, Foundation Personnel and members of the institutional bodies shall act impartially, avoiding preferential or discriminatory treatment. They shall refrain from exerting undue influence and shall reject any such influence from others. They shall also avoid inappropriate contacts with public officials or private individuals.

It is prohibited to seek or establish personal relationships of favor, influence, or interference capable of conditioning, directly or indirectly, the outcome of relationships with third parties. In particular, it is forbidden to offer, whether directly or through intermediaries, money, goods, or other benefits to representatives, officials, or employees of public administrations, or to persons connected with them, except for protocol gifts offered on official occasions pursuant to a formal decision.

In relations with such individuals, compliance with the Code of Conduct for Public Administration Employees, currently governed by Ministerial Decree of 28 November 2000, shall be maintained and required.

In its relations with Public Administration representatives, Fondazione Arte undertakes to:

- represent its interests and express its needs in a fair and transparent manner, fully respecting the principles of independence and impartiality governing Public Administration decisions, without misleading or improperly influencing them;
- refrain from improperly influencing the activities, choices, or decisions of counterparties through the offering of undue advantages, including money, other benefits, employment opportunities, consulting assignments, or similar incentives directed toward public officials or persons (natural or legal) connected with them;
- promote, within the limits of its authority, the proper administration of justice. Accordingly, Foundation Personnel must conduct themselves in accordance with principles of loyalty, fairness, lawfulness, and transparency, cooperating with judicial authorities, law enforcement agencies, and any public official vested with investigative powers, and facilitating the proper administration of justice against any undue interference.

Fondazione Arte strictly prohibits:

- exerting pressure or offering benefits of any kind to persons called upon to provide testimony before judicial authorities in order to induce them not to testify or to provide false statements;
- assisting any person who has committed a criminal offense in evading investigations or avoiding law-enforcement authorities.

The resources of Fondazione Arte shall be used exclusively to pursue its purposes of

social utility and the promotion of local economic development in the sectors identified in its By-Laws, in accordance with the principles of transparency, impartiality, and effectiveness.

Fondazione Arte does not finance or otherwise support, directly or indirectly, profit-making enterprises, political parties, or trade unions, except where contribution obligations are expressly required by law.

Any initiative undertaken in these areas by Foundation Personnel shall be deemed strictly personal and individual, excluding any obligation for the Foundation and any involvement of its image or institutional role. Under no circumstances may Foundation Personnel, or persons acting on their behalf, promise or provide money, goods, or other benefits to political parties, trade unions, or their representatives for the purpose of promoting the Foundation's alleged interests or obtaining an alleged advantage.

Fondazione Arte refrains from maintaining relations of any kind, whether direct or indirect or through intermediaries, with individuals or entities who:

- are known or reasonably suspected of belonging to, or supporting in any way, criminal organizations of any kind, including mafia-type organizations, organizations involved in human trafficking, child labor exploitation, or arms trafficking;
- operate for terrorist purposes, including conduct intended to cause serious harm to a country or international organization, intimidate a population, compel public authorities or international organizations to act or refrain from acting, or destabilize or destroy the fundamental political, constitutional, economic, or social structures of a country or international organization.

To this end, Foundation Personnel shall avoid engaging in suspicious transactions and shall:

- carry out preliminary checks on available information concerning customers, suppliers, consultants, and other counterparties to verify their integrity and the legitimacy of their activities;
- conduct operations in such a way as to avoid involvement in activities that may facilitate:
 - the laundering of proceeds from illegal or criminal activities, in full compliance with anti-money laundering regulations;
 - child pornography.

In dealings with consultants, suppliers, business counterparties, commercial or cultural partners, and similar parties, the granting or receiving of gifts, benefits (whether direct or indirect), hospitality, or courtesies is prohibited unless they are of such nature and value that they cannot compromise the Foundation's image or be interpreted as intended to obtain preferential treatment.

9. CONFLICTS OF INTERESTS

Foundation Personnel shall always act exclusively in the best interests of the Foundation and avoid any involvement of personal interests, or interests of related persons, that may interfere with the institutional benefit of their actions and/or the impartiality of their decisions.

In particular, Foundation Personnel shall:

- avoid any conflict of interest, or even the appearance of a conflict of interest, especially regarding personal, financial, or family interests (for example, financial or commercial interests, either directly or through related persons, in supplier,

customer, or competitor companies) that could influence, or appear to influence, independent decision-making;

- avoid overlapping or intertwining personal and/or family economic interests with the duties performed within the Foundation, exploiting their position for private benefit;
- sign this Code of Ethics upon appointment or commencement of employment, thereby fully accepting its contents;
- refrain from performing or participating in actions involving conflicts of interest.

Furthermore, Foundation Personnel and persons (natural or legal) connected with them are prohibited from receiving money or any other benefit, or accepting promises thereof, from any person who has or intends to establish a relationship with the Foundation.

The only exception concerns occasional gifts of purely symbolic value and never in the form of cash or cash equivalents. Where protocol requirements necessitate acceptance of gifts of greater value, such gifts shall be considered donated to Fondazione Arte unless otherwise determined in writing by the President pursuant to resolutions adopted by the Board of Directors.

10. CONFIDENTIALITY AND PRIVILEGED INFORMATION

Fondazione Arte, in compliance with privacy regulations, adopts appropriate and legally required security measures to minimize the risks of data loss, unauthorized access, or unlawful processing.

All Recipients, within the scope of their duties and responsibilities, are responsible for implementing such security measures with regard both to IT systems and to physical records and archives.

Recipients who become aware, in the course of their duties, of information or data designated as confidential, or objectively confidential in nature, including business opportunities:

- may use such information only for authorized purposes and in the interest of the Foundation, without communicating it to unauthorized persons or disclosing it publicly;
- may not use it for other purposes, or for their own benefit or that of third parties, unless such information has become publicly available through lawful means.

Recipients shall also exercise care to avoid inadvertent disclosure and shall refrain from discussing confidential matters in public places or in the presence of unauthorized persons.

All confidentiality obligations contained in this Code remain in force after termination of employment or collaboration.

Fondazione Arte requires Foundation Personnel to:

- exercise the utmost care in communicating or disseminating information, documents, and data concerning negotiations, administrative procedures, financial transactions, and know-how (contracts, reports, notes, studies, drawings, photographs, software, etc.), as disclosure may be prohibited under contractual obligations and/or may damage the Foundation's interests;
- verify, before using drawings, photographs, or other materials, that the Foundation:
 - is the lawful holder of the economic exploitation rights relating to trademarks, patents, distinctive signs, designs, models, or copyrighted works, or has obtained authorization from the legitimate rights holders;

- does not infringe any third party intellectual or industrial property rights through such use;
- ensure an appropriate level of confidentiality for all information acquired by reason of their role, without prejudice to transparency obligations and legal disclosure requirements;
- comply with specific procedures concerning data protection.

11. ANTI-MONEY LAUNDERING

Fondazione Arte adopts all mandatory precautions, as well as all measures reasonably appropriate, to prevent the laundering of money and financial instruments deriving from unlawful activities.

All Recipients, within the exercise of their duties and responsibilities, are accountable for the implementation and enforcement of such preventive measures.

12. EXTERNAL COMMUNICATIONS

External communications, and particularly relations with the media, shall be planned and coordinated with the person appointed for this role.

Should Foundation Personnel be contacted by representatives of the media concerning matters directly or indirectly related to Fondazione Arte, they must immediately inform the designated contact person and refrain from making any statement unless formally authorized.

External communications must be accurate, consistent, and aligned with the Foundation's policies, while respecting the right to information, applicable laws, and professional ethical standards.

The dissemination of false or misleading information is strictly prohibited.

13. USE OF FOUNDATION ASSETS

All Recipients authorized to use Fondazione Arte assets are responsible for their proper preservation and correct use exclusively for institutional or work-related purposes.

Personal use of such assets, or authorization for others to use them, is prohibited except in cases of exceptional urgency, which must be immediately reported to the relevant institutional authority.

In particular, e-mail systems and Internet access facilities belong to Fondazione Arte and may be used solely for work-related purposes. Accordingly, messages sent or received through Foundation e-mail accounts, even when nominally assigned and password protected, shall be presumed not to be personal but rather addressed to or from the Foundation and therefore accessible by the Foundation at all times.

Without prejudice to applicable laws and internal regulations, the following improper uses of IT and telecommunications systems are prohibited:

- communicating or disseminating insulting, defamatory, threatening, discriminatory, offensive, or vulgar content;
- accessing pornographic websites and/or storing or transmitting pornographic material;
- accessing websites unrelated to assigned duties;

- communicating or disseminating confidential information without proper authorization;
- using IT and telecommunications tools in ways that compromise system integrity or the integrity and authenticity of processed data;
- making unauthorized copies of licensed software for personal use, Foundation use, or third-party use;
- participating in online forums for non-professional reasons, using chat rooms, electronic bulletin boards, or guest books, including under pseudonyms.

In carrying out its activities, Fondazione Arte:

- adopts appropriate measures to ensure the security, integrity, proper use, and functioning of computer systems, software, and data belonging to the Foundation or third parties, while protecting intellectual property rights and the integrity of information made available via the Internet;
- uses names, trademarks, and other distinctive signs exclusively owned by the Foundation or lawfully available to it;
- uses only creative works and intellectual products (including, but not limited to, texts, illustrations, drawings, trademarks, etc.) of which it holds exclusive ownership or usage rights, including those acquired through agreements with third parties.

14. OCCUPATIONAL HEALTH AND SAFETY

Fondazione Arte is committed to promoting and strengthening a culture of safety by increasing awareness of risks, encouraging responsible behavior among all collaborators, and taking preventive measures to safeguard personnel health and safety.

The Foundation's activities shall be conducted in full compliance with applicable health and safety regulations. Operational management shall be guided by advanced environmental protection and energy efficiency standards, pursuing continuous improvement in occupational health and safety conditions.

To this end, the Foundation undertakes to implement technical and organizational measures including:

- the introduction of an integrated risk and safety management system;
- continuous analysis of risks and critical issues affecting processes and protected resources;
- adoption of the most suitable technologies to prevent risks concerning workers' safety and health;
- monitoring and updating working methodologies;
- training and communication initiatives.

15. ENVIRONMENTAL PROTECTION

Fondazione Arte recognizes the environment as a primary asset to be protected and as a key factor in the overall approach to its activities.

Accordingly, it plans and conducts its operations by seeking a balance between economic initiatives and the essential need for environmental protection, in compliance with applicable laws and regulations.

Fondazione Arte encourages and motivates Recipients to actively participate in implementing these principles and to adopt responsible behavior.

Within this framework, the Foundation seeks to minimize the environmental impact of its activities, while taking into account developments in scientific research and

technological progress in environmental matters.

ACKNOWLEDGEMENT AND ACCEPTANCE DECLARATION

I hereby declare that I have received, read, understood, and accepted this Code of Ethics and the principles contained herein.

Date: _____

Signature: _____