



MICROMEGLAS CODE OF CONDUCT

This Code of Conduct is the result of a painstaking process, which involved all the resources of Micromegas, and led to the identification of a set of principles governing its activities.

The purpose of the Code is to provide guidance in case of doubts and uncertainties about how to undertake responsible and transparent behaviours.

Micromegas intends to maintain a high reputational profile. To this end, it laid down a number of principles that all the people working with and within the Company should agree on and abide by.

The Code defines the identity of Micromegas. Therefore, it does not aim to replace the general legal framework (laws and contractual agreements already define the scopes of individual responsibilities), or to interfere with individual values, whose diversity is a form of cultural enrichment.

The Code provides a common ground of values and behaviours, with which people can identify themselves. It expresses the values that should inspire and guide the Company's activities, especially in the most critical and complex situations. In these circumstances, not covered by laws, regulations and procedures, Micromegas should express professional competence and creativity, while respecting clear ethical principles.

A strong value system

Sustainability | Rigour | Transparency | Respect | Cooperation | Trust |
Accountability

At Micromegas, sustainability is the principle that epitomises all other ones, and clearly represents our “vision”.

Indeed, we feel that we represent a sustainable society, in which we can grow while safeguarding natural resources, and create wealth in just and fair ways while respecting people, future generations, and the environment.

Adopting sustainable behaviours is an on-going process, a continuing quest for finding a balance between three fundamental and inseparable dimensions of development: environmental, economic and social.

All this calls for rigour, transparency, respect, cooperation, trust and accountability towards all of our stakeholders.

Sustainability

Environmental Sustainability

In planning and managing events, and inside our sites, we strive to minimise impacts on the environment, and to preserve its three main functions: i) supplying resources – we optimise their use and reduce wastage; ii) disposing of waste – we promote waste recycling and appropriate waste segregation and collection; and iii) providing welfare – we undertake behaviours that protect the ecosystem.

Economic Sustainability

We wish to grow in our business while ensuring the economic sustainability of the areas and communities in which we work, i.e. creating and maintaining the maximum

value within them, by efficiently combining resources, and leveraging the specificity of local products and services.

Social Sustainability

We provide equal opportunities of access to all the parties that are involved in events (employees, partners, organisations, clients, users), ensuring that the main elements of welfare (security, safety, health, education, training, awareness, and communications) are shared and equally distributed, so that all of them may act together, effectively and under a common vision and a common purpose.

Rigour

Rigour towards the People of the Company

Respect for corporate rules and people's rights is at the heart of the relationship of trust that is established between the Company and its people, the pact on which the integrity of the corporate system is founded.

Rigour towards Clients

This means inspiring the utmost level of accountability in behaviours towards and relations with clients, pursuing the target of meeting their expectations, and never forgetting that a client considers each individual action as an action of Micromegas.

Rigour towards Suppliers

This means fully respecting the role and targets of the Company towards suppliers, without ever failing to exercise rights and duties in managing relations with them.

Transparency

Transparency towards the People of the Company

All the people of the Company have the right to know roles, targets and strategies, and to carry out their work accordingly, in a positive and motivating climate.

Knowledge is an asset of the Company, and should be shared and never monopolised or used to increase personal power to the detriment of colleagues or of the Company.

Transparency towards Clients

Relations with clients should be based on straightforward and timely communications, which should unambiguously express the features and economic value of the services to be provided. Clients should be made constantly aware of the status of implementation of organisational assignments, changes in economic values, timeframes, as well as risks associated with contingencies.

Transparency towards Suppliers

Relations with suppliers should be based on maximum efficiency and integrity.

Suppliers should be selected with the utmost objectivity. No supplier should acquire privileges or rights other than those covered by contractual arrangements. No supplier should be discriminated or inhibited from participating in the selection process, except on objective grounds protecting the interest of the Company and of its stakeholders.

Respect

Respect for the People of the Company

All the people of the Company should have clearly defined roles, and scopes of responsibilities. This means constantly listening and paying attention to them, respecting their values, sensitivities, moral orientations, without ever exercising undue

pressure on them. Micromegas categorically rejects any form of disrespectful or offensive behaviour towards its people.

Respect for Clients

This means managing and protecting the confidentiality of the data that Micromegas receives from clients as part of the provision of its services. This duty of confidentiality also covers the Company's own data, assets, and decisions.

Respect for Suppliers

This means being aware of the Company's strategic need for selecting and relying on the best service providers on the most favourable market conditions and, as part of this process, promoting loyalty to Micromegas among those that meet the qualifications to contribute to its mission.

Cooperation

Cooperation towards the People of the Company

This means working together, and sharing data and knowledge in order to create value, and legitimise the professional identity of each colleague, overcoming organisational constraints where needed. It also means committing to actively listening to colleagues' requirements, and striving to have a positive impact on the work environment.

Cooperation towards Clients

This means providing high performance, reliability, and need satisfaction in exchange for fees. It also means listening to the needs of each client, and translating them into suitable professional services.

Cooperation towards Suppliers

This means working together with suppliers, mutually exchanging competences and data, so that the Company and its suppliers can generate value, and have their identity legitimised.

Trust

Trust towards the People of the Company

This means creating a reliability style based on honouring commitments, and acknowledging errors made in good faith.

Trust towards Clients

Trust should be acquired only by constantly confirming our reputation, thanks to the consistent behaviours of our people, to the availability of our services even in the long term, and to the capability of adjusting our aim, and changing our behaviours and decisions. Micromegas should constantly seek convergence between its medium-long term interests and those of the client, so that the client can realise that we stand on his/her/its side.

Trust towards Suppliers

Suppliers should perceive that we always recognise the value of their services. They should carry out their work in the certainty that the people of Micromegas have uniform behaviours towards them, and respect their rights and competences.

Accountability

Accountability towards the People of the Company

All the people of the Company are important, whatever their role. Micromegas pays attention to its people, and good relations with them are among its core values.

Accountability towards Clients

This means being constantly aware of the relationships of trust established with clients, as well as of the need for protecting their interests and meeting their expectations that, in some instances, take on the value of institutional profiles. It also means establishing partnerships - with consequent value generation – vs. conventional client-supplier relationships.

Accountability towards Suppliers

This means being able to assess the competences, expectations, and commitments of all the parties involved in the supply chain. With their efforts and contributions, these parties contribute to pursuing the excellence targets that Micromegas identified as part of its mission.