

Code of Ethics

Unhate Foundation

Approved by the Board of Directors on 27 March 2025

This document is an unofficial courtesy translation of the Italian original. In the event of any discrepancy, inconsistency or conflict between the English translation and the Italian version, the Italian version shall prevail.

This Code of Ethics has been drawn up to establish the principles, rights, duties and responsibilities of Unhate Foundation (hereinafter also referred to as the “Foundation”), and to guide the conduct of all those who act in the name and on behalf of the Foundation.

We believe that every action matters. This Code of Ethics is the compass that guides our daily choices as we work to build a fairer and more inclusive society.

The Code of Ethics is divided into two sections:

THE FOUNDATION

- Objectives

- Values

CODE OF ETHICS

- General Principles

- Standards of Conduct

- Relations with Stakeholders

- Implementation Mechanisms of the Code of Ethics

THE FOUNDATION

Unhate Foundation studies, designs and takes action in the field of **hate reduction**, focusing on **reducing inequalities** (economic, cultural and social) and combating discrimination, disparities and prejudice, including gender-based prejudice. It creates connections and opportunities to **empower young people** and reward merit, also using cultural heritage as a powerful instrument of development and care.

Objectives

Unhate Foundation operates (i) primarily on the origins of hate, seeking to counter and prevent its emergence ex ante, and (ii) occasionally on the effects and consequences produced by hate, seeking to mitigate ex post its harmful effects and the resulting social deterioration.

Unhate Foundation does not represent partisan, political, religious or economic interests. It takes a systemic approach with the aim of changing the status quo and serving as an **enabling force for community growth**, including through disruptive choices::

- Promoting collective mobilisation and the **social engagement** of young people
- Creating a **cultural and relational infrastructure** that brings together public, private and Third Sector entities in order to amplify impact
- Bringing managerial, **project management and financial management practices and expertise** into the Third Sector

Values

Our values are the roots from which every action grows. They are daily, practical choices rather than abstract ideals. This is how we commit to living what we believe in.

Generate

We contribute to social well-being through original forms of individual and collective action, connecting people, resources and communities.

Transform

- We create value through innovation, seek new responses to known needs and problems, and encourage dialogue among different realities and generations as an inexhaustible source of progress.

Listen

- We are curious about others. We observe and listen to individuals and communities with empathy, a caring attitude and patience.

Respect

- We recognise the dignity of every individual, promote mutual respect, and reject abuse and oppression.

Participate

- We want to give everyone the opportunity to act and contribute to building a better society by providing the inspiration and tools needed to foster a collective movement against hate.

THE CODE OF ETHICS

The Unhate Foundation Code of Ethics identifies the set of values, principles, rights, duties and responsibilities that all “Recipients” are required to uphold. This document provides guidance for making decisions and taking actions that are consistent with a culture of responsibility, legality and transparency.

The Code of Ethics is inspired by the ethical and professional principles established for Third Sector entities.

Recipients of the Code of Ethics

Members of the governing and supervisory bodies, employees and third parties, such as suppliers, collaborators, consultants and partners, who collaborate with or work, whether in Italy or in other countries, in the name and on behalf of and/or in the interest of Unhate Foundation are required to comply with the provisions of this Code of Ethics.

Recipients are required to: i) Commit to knowing and complying with the contents of this Code and to acting professionally and ethically in accordance with it; ii) Refrain from undertaking any other initiatives that are contrary to the contents of the Code.

GENERAL PRINCIPLES

Honesty and Compliance with the Law

- All Foundation activities are guided by the principles of honesty and transparency.
- The Foundation acts in compliance with all applicable laws and regulations, fully implementing them in all its activities and preventing the risk of acting in breach of them.
- The Foundation opposes all illegal and unethical practices.

Integrity and the Fight against Corruption and Money Laundering

- The Foundation prevents and combats all forms of corruption in the conduct of its activities, does not tolerate corruption in any form and does not justify conduct that facilitates corruption, even if such conduct is carried out for the benefit of the Foundation.

- The Foundation adopts all necessary measures to combat money laundering, terrorist financing and the reinvestment of proceeds from unlawful activities.
- The Foundation prevents situations in which personal interests may interfere with the interests of the Foundation.

Inclusion and Merit

- The Foundation is committed to treating all people with dignity and respect and to promoting human rights.
- The Foundation promotes inclusion and recognises merit, ensuring equal opportunities for all persons involved in its activities.
- The Foundation and the Recipients undertake to act fairly and impartially and not to favour, directly or indirectly through their conduct, any form of discrimination based, by way of example, on age, culture, ethnicity, religion, gender identity, political or trade union affiliation, language or health status of the persons with whom they interact.

Fairness and Good Faith

- Coloro che sono coinvolti nello svolgimento di attività della Fondazione (siano essi dipendenti, collaboratori, volontari, ricercatori, etc.) si ispirano ai principi di correttezza e buona fede, onestà intellettuale e scientifica e si impegnano inoltre ad agire con spirito costruttivo.

Transparency

- All those involved in carrying out Foundation activities, whether employees, collaborators, volunteers, researchers or otherwise, are guided by the principles of fairness and good faith, intellectual and scientific honesty, and also undertake to act in a constructive spirit.

Equity and Impartiality

- The Foundation undertakes to operate impartially and fairly, adopting the same approach towards all persons and entities with whom it interacts.
- The Foundation requires Recipients to act objectively and fairly when carrying out their activities and expressing judgements, avoiding any influence deriving from favouritism linked to personal relationships, friendship or hostility, or family relationships or relationships by marriage of any kind.

Creativity and Innovation

- All those who work for the Foundation are open to new ideas, work towards change and are ready to develop creative and innovative solutions for and with young people.

STANDARDS OF CONDUCT

Traceability

- All data and information relating to the Foundation's activities clearly and accurately reflect the relevant facts.
- The Foundation and the Recipients undertake to ensure full traceability in the management and communication of information.

Reliability of Third Parties and Reputation

- The Foundation and the Recipients implement control measures concerning third parties in order to prevent risks that could compromise the Foundation's integrity and reputation.

Gifts and Acts of Courtesy

- Acts of courtesy, gifts or benefits are permitted only if they are of modest value, less than EUR 150, and do not risk creating the impression that they are intended to secure undue advantages and thereby compromise the integrity of relationships.

Conflicts of Interest

- The Foundation and the Recipients act impartially in carrying out their activities in order to avoid making decisions or taking actions in situations of actual or potential conflict of interest.
- Anyone who, in relation to specific assessments or actions connected with their activities, is in an actual or potential conflict of interest must inform the Foundation, which shall identify the measures needed to safeguard transparency and proper conduct in the performance of those activities.

Ethical Use of Technology

- The Foundation and the Recipients undertake to use technology ethically and responsibly, ensuring data protection and cybersecurity.

- The use of technology-enabled solutions within projects is intended to improve the social well-being of the beneficiaries of the Foundation's activities. For solutions enabled by artificial intelligence, the Foundation undertakes to ensure appropriate human oversight.

Privacy and Data Protection

- The Foundation and the Recipients protect the right to privacy and confidentiality and undertake to protect the personal data of employees, business partners, suppliers, supporters, members of the communities involved in projects and any other natural person whose data they may collect and process in the course of their activities.
- The processing of such data is carried out in accordance with applicable legislation, ensuring respect for the fundamental rights and freedoms and the dignity of the data subjects.
- All processing is carried out in accordance with the principles of lawfulness, fairness, transparency and data minimisation, and appropriate technical and organisational security measures are adopted.

Environmental Protection

- The Foundation undertakes to do everything possible and reasonable to minimise any adverse environmental impact arising from projects and activities throughout their life cycle.
- The Foundation works with its partners, including suppliers, to promote practices aimed at reducing their environmental footprint.

Social media

- The Foundation undertakes to use social media to communicate responsibly and consistently with its values and mission.
- The Foundation undertakes to maintain professional conduct in line with applicable legislation, refraining from publishing third-party content without consent and from using offensive or derogatory language.
- The Foundation undertakes to adopt measures to protect social media accounts from unauthorised access and abuse.

RELATIONS WITH STAKEHOLDERS

Relations with Personnel

- The Foundation undertakes to ensure an inclusive, dignified and respectful working environment.
- The Foundation protects and promotes the value of human resources, working to develop the skills of each collaborator and to respect each person's physical, moral and cultural integrity.
- The Foundation undertakes to ensure that work activities are carried out in a safe and healthy working environment that complies with applicable legislation.

Relations with Partners

- The Foundation builds relationships with its partners based on integrity, transparency and mutual trust, and works to build alliances that multiply positive impact.
- The Foundation undertakes to collaborate openly and honestly, sharing relevant information and working together to achieve common objectives.

Relations with Suppliers and Collaborators

- The Foundation promotes fair and transparent relationships based on mutual respect and shared responsibility.
- The Foundation selects its suppliers through transparent, traceable and impartial assessment processes, ensuring remuneration in line with market conditions.
- The Foundation does not collaborate with third parties that do not share and/or accept the contents of this Code.

Relations with the Media

- The Foundation maintains an open and transparent dialogue with all media, in compliance with the law and professional standards of conduct.

Relations with Institutions

- The Foundation maintains relations with Ministries, public authorities, supervisory bodies and institutions in general based on the principles of transparency, timeliness, completeness, truthfulness and accuracy of information.

Relations with the Community and Young People

- The Foundation is aware of its role in the community in which it operates through projects and research, and undertakes to advance its activities for the benefit of the entire community in an inclusive and transparent manner.
- The Foundation takes responsibility for the impact of its actions aimed at fostering well-being and social value for people, fully aware that involving young people as drivers of change entails an additional responsibility in shaping the society of tomorrow.

Relations with Supporters

- In developing its activities, the Foundation receives contributions from Supporting Companies and Participating Members. The Foundation manages the funds included in its budget with diligence and care and administers its assets rigorously and transparently. Aware that these resources are the means through which its mission is pursued, the Foundation undertakes to ensure the monitoring of results and the measurement of project impact, ensuring that every contribution is used effectively and responsibly.

Relations with Supervisory Bodies

- Relations with bodies responsible for supervision and auditing must be based on the principles of timeliness, fairness and transparency. The Foundation ensures the utmost cooperation with supervisory bodies and avoids any conduct that could be obstructive.
- The Foundation provides all requested information fully and truthfully, submits accurate documents and does not hinder verification and auditing activities in any way. The Foundation recognises the importance of these controls in maintaining trust and the integrity of its operations.

IMPLEMENTATION MECHANISMS OF THE CODE OF ETHICS

Dissemination and Awareness-Raising

- The Foundation promotes the dissemination and understanding of the Code of Ethics among all its stakeholders.

- The Code is distributed to all Foundation employees and collaborators and is brought to the attention of all third parties with whom the Foundation has relationships. The Code of Ethics is available on the Foundation's website at www.unhatefoundation.org
- Conducting joint activities and collaborations with the Foundation requires third parties to formally acknowledge the Code of Ethics when the relationship is established.

Violations of the Code of Ethics

- Violations or suspected violations of the Code of Ethics must be reported promptly in order to ensure appropriate and immediate management.
- The Foundation guarantees the utmost confidentiality concerning the identity of reporting persons and reported persons, as well as the information received, in compliance with privacy legislation and other applicable regulations in this area. Reports may be sent to info@unhatefoundation.org.
- Any direct or indirect retaliatory or discriminatory act against a reporting person, or against anyone who has raised concerns in good faith regarding compliance with the Code or ethical matters, is prohibited.
- A breach of the principles of the Code of Ethics constitutes a failure to fulfil contractual obligations and may result in sanctions proportionate to the seriousness of the breach. For employees, sanctions may include disciplinary measures up to and including termination of employment, in accordance with applicable legislation. For all other Recipients of the Code, the contractual remedies available under applicable law shall be applied.
- Formal amendments to the Code of Ethics are subject to a simplified review procedure and are managed by the Managing Director, after informing the Supervisory Body. Amendments and additions of a merely formal nature are revisions and/or additions that have no substantive impact on the provisions of the document, such as corrections of typographical errors and mistakes, clarifications or specifications of the text, and changes to names or designations.

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