

CODE OF ETHICS OF THE BCFN FOUNDATION

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Foreword

The BCFN Foundation is an independent non-profit organization acknowledged with a Prefectural Decree of March 13, 2014.

Its institutional mission is exclusively to gather, develop, make available and disseminate the world's most advanced, specialized and scientifically based knowledge about topics that are related to the world of food and nutrition, including their relation with the environment, as well as to promote and carry out research in these sectors, with the only aim of favoring a better life and widespread and sustainable wellbeing for all the people on the Planet.

To this end, it has set itself the goal of being a think tank and a source of proposals, with a multidisciplinary approach and with the task to listen to and gather present and emerging needs of society on the big topics concerning food and nutrition and, on the other hand, to search for possible solutions to meet such needs, making available the results of its studies and research, as well as any subsequent proposals and recommendations, to the general public, to institutions and organizations, also international ones. It has also set itself the goal of fostering initiatives for the promotion of adequate nutrition for everyone and of correct and respectful use of environmental resources, which prevents their depletion and deterioration and allows sustainable development.

Therefore, the Foundation intends to extend its study activities to the fields of culture, environment, health and economics to propose solutions

to meet the present and future food challenges. Indeed, the Foundation believes that every inhabitant of the Earth should have the most adequate living conditions and nutrition, and that the Planet's resources should be used in the most appropriate way to achieve these objectives, while protecting the environment and the ecosystem. The Foundation believes that all, depending on their respective possibilities and abilities, are called to cooperate in the achievement of these objectives, and it proposes to identify possible ways and means to awaken the relevant social contexts to these issues.

Within its mission, the Foundation may pursue, by way of example but not limited to, the following objectives: to develop and support research in the fields of nutrition, food and the environment, with the aim to foster sustainable development of the resources of the Planet, as well as a better life and widespread wellbeing for all its inhabitants; to gather, promote and disseminate the most advanced specialist scientific knowledge in the world on issues concerning food, nutrition and the environment and, specifically, their mutual relationship and interaction; to carry out training activities, also by organizing courses, seminars and conferences, possibly with different levels of specialization according to the requests and needs expressed by the intended trainees, in the Foundation's fields of interest.

1. Introduction

In order to perform its mission and achieve its purpose, the Foundation intends to regulate internal relations and the relations with its stakeholders by means of a code of conduct, in order to share and disseminate the values the Foundations identifies with, at all levels, ensuring that all those operating for the achievement of the above purpose are aware not only of



their rights and duties, but also and especially of the importance of the projects they contribute to with their work, as well as of the interests and rights of the people that also cooperate in the achievement of the above purpose and mission.

All the above in the light of the fact that pursuing the wellbeing of and respect for all is essentially the basis of the Foundation's own purpose and mission and, therefore, such wellbeing and respect shall always and explicitly be taken into account in all stages of daily conduct.

The Foundation operates in a wide range of continuously and rapidly developing contexts, where a more responsible and mature conduct is required with regard to the decisions and actions that will impact at various levels on the future food and nutrition of present and future generations, in their relationship with the ecosystem balance. With regard to the above, the Foundation asserts its social responsibility towards the outside world.

For the BCFN Foundation, ethics starts from individual conduct going all the way to the wider conduct of the entire organization, is connected to “Social Responsibility” meant as “Citizenship” and provides for the Foundation's activities to include respect for and protection of the interests of all stakeholders and of all people whom it has relations with, as well as protection of environmental resources and their preservation for future generations.

1.1 The Code of Ethics

The primary objective of the Code of Ethics is to share and disseminate the values the Foundation identifies with, causing all those that are called to make a decision to clearly remember that not only their own interests, rights and duties are at stake, but also those of others.



In other words, all must be aware that the wellbeing of and respect for all people shall always and explicitly be taken into account in all stage of their daily conduct.

This Code of Ethics is a key tool supporting the principles our institution is based on. Therefore, this Code is intended to be a rational incentive to define not only the right thing to do, but also «the reason why» it must be done: i.e., to translate reasoning into concrete ethical conduct.

Its primary objective is also to cause an ethical measurement both in deciding on one's own conduct and in assessing that of others, thus combining the moral sphere and the management, individual responsibilities and the Foundation's ones, as well as the personal and organization spheres.

This Code is intended as a «moral contract» to be signed by all the Foundation's Members, external collaborators, suppliers and providers. It must become a personal moral commitment. It may not directly strengthen reputation, but it will do that indirectly if it allows everyone to adopt an ethical vision and a shared culture.

In developing its activities of research, training and dissemination, at a both local and global level, both independently and in cooperation with other public and/or private bodies and institutions, the Foundation specifically focuses on the acknowledgement and protection of the dignity, freedom and equality of all, as well as on the protection of labour, of trade union freedom and of health and safety. The Foundation promotes civil, political, social, economic and cultural rights, in their widest and most complete meaning.

The Foundation is committed to foster sustainable behaviors from an environmental standpoint, promoting eating styles and systems that are responsible in terms of natural resources.

1.2 Sharing the Code of Ethics

The Code of Ethics shall be shared by all those that will cooperate or interact with the Foundation and shall be complied with by them with the responsibility and awareness that compliance with the Code shall be an essential part of their professional services.

2. Our commitment

To promote and motivate high-level research, combining a rigorous scientific approach to an effective organizational management, the Foundation shall provide its people, collaborators and stakeholders with a stimulating and constructive work environment and shall foster cooperation with other bodies, flexible work management, promoting individual responsibility and independence. The Foundation promotes a multidisciplinary approach to research, fostering team work, exchange of ideas, knowledge and contacts.

The Foundation promotes the centrality of human relations, focuses specifically on the respect for people, their training, professional growth and fulfilment, ensuring room for individual growth.

3. Our values

The Foundation has set and defined its values on the following key bases: the UNO Universal Declaration of Human Rights, International labour standards (as Conventions and Recommendations) issued by the International Labour Organization (ILO), the Earth Charter issued by the Earth Council and the principles set down in the UNO Global Compact.

3.1 Honesty and Transparency

Honesty is the key principle for all the Foundation's activities, initiatives, reporting and communications, as well as an essential element of its management.

Relations with stakeholders, at all levels, shall be based on fairness, consistency, loyalty and mutual respect as well as on conducts informed by the same principles.

The Foundation shall interact in a clear, transparent, accurate and prompt way with its stakeholders.

3.2 Social responsibility

The Foundation believes that its activities, in order to be ethically responsible, shall pursue management models that respect and protect human rights, the Earth's regeneration abilities and communities' wellbeing, promoting human development in a fair and sustainable way, being aware that social and ethical responsibility extends to any and all communities.

3.3 Centrality of people and labour protection

Consistently with its essential ethical vision, the Foundation shall promote people's value through respect for physical, cultural and moral integrity, as well as through respect for relations with others.

The Foundation intends to be closer and closer to the true necessities of human life, since human life shall inspire the Foundation's actions.

The Foundation shall support and respect human rights in any and all scopes of its activities and of its sphere of influence.

The Foundation rejects any and all discriminations based on age, sex, sexual orientation, health conditions, race, nationality, political opinions

and religious beliefs; it rejects any and all form of discrimination in recruitment policies and human resources management.

The Foundation is committed to prevent any and all forms of mobbing and labour exploitation, both direct and indirect, as well as to set merit, work performances and skills as the decisive criteria for professional development.

3.4 Preservation of the environment

The Foundation's commitment to the Earth aims at protecting its abundance and beauty for the present and future generations, in order to hand down the values and traditions supporting the long-term development of human and environmental communities.

The Foundation has undertaken to implement criteria of caution in every phase of its operations – namely, the «The Precautionary Principle »³ – and a preventive approach towards the environment and its biodiversity; to promote initiatives to increase environmental responsibility.

In promoting eating styles and systems, the Foundation intends to foster respect for «Food sovereignty» being aware that ethical and social responsibility extends to any and all communities.

3.5 Compliance with laws, codes and regulations in force

The Foundation deems compliance with domestic and international legislation as a binding and essential condition for its operations. Therefore, it undertakes, also through effective prevention of crimes and offences, to comply with such legislations, as well as with generally accepted practices. Moreover, it bases its decisions and conducts on any possible developments in the applicable legislation framework.

4. Rules and standards of conduct

4.1 Relations with Stakeholders

Relations with stakeholders, at all levels, shall be based on absolute fairness, transparency, cooperation and mutual respect as well as on conducts informed by the same principles. All the Foundation's activities shall be carried out with professional rigor and dedication, with the duty to provide professional contributions that are consistent with the functions and responsibilities assigned and to operate so as to protect the Foundation's renown and reputation. The Foundation's stakeholders shall be: the Board of Directors, the Scientific Committee, financial backers, collaborators, bodies and institutions, political and social organizations, trade unions, the public administration authorities, the general and local communities and the mass-media.

4.2 Communication

The Foundation undertakes to ensure the conditions required in order for its studies and analyses, which shall have sound scientific grounds, to provide information aimed at promoting a healthy and balanced way of eating, which respects the environment and fully respects also individual cultural identities and different habits and values.

4.3 Information and reporting

All information and interaction activities with its stakeholders shall meet clarity, transparency, promptness, completeness and consistency standards, in compliance with the right to be informed.

Everyone shall have the duty to cooperate in order for its management and operations to be correctly and promptly reported in the accounts, based on true, accurate, complete and verifiable information.

Any and all operations and transactions shall be properly recorded and authorized, as well as verifiable, legitimate, consistent and adequate. It shall be everybody's responsibility to ensure that all supporting documents can be easily found and are ordered based on logic criteria.

No accounting item that is false or contrived shall be entered in the Foundation's accounting books for any reason.

No employee may engage in activities that cause such offence, including where so requested by someone in a higher position.

4.4 Corruption and malfeasance in office

The Foundation undertakes to implement all measures required to prevent corruption and malfeasance in office.

Paying money or putting in place other forms of corruption aimed at obtaining direct or indirect advantages for the Foundation shall be strictly prohibited. No gifts or favors shall be accepted from third parties exceeding the common hospitality and courtesy standards.

The above shall apply both in case a Member of the Foundation pursues an interest other than its mission and in case such Member uses relation opportunities linked to his/her role to his/her personal advantage.

4.5 Diversity and equal opportunity

The Foundation considers diversity of cultures and talents as a key value and no discrimination whatsoever affects any of its decisions concerning its relations with its stakeholders.

4.6 Diligence and fairness in contract management

Work contracts and assignments shall be performed in accordance with the aware agreement made by the parties. For fair management of

contract relations, the Foundation undertakes not to take advantage from ruling positions over its counterparties and to ensure wide and exhaustive information to all employees and collaborators engaged in the activities provided for by the signed contracts.

5. Outline of the implementation and control procedures

The addressees of this Code of Ethics shall be all the Foundation's Members, with no exception whatsoever, as well as all those who, directly or indirectly, permanently or temporarily, have relations with the Foundation and operate to pursue its objectives.

Everyone, external collaborators, advisors, suppliers, providers, clients, shall be obliged to comply with this Code of Ethics shall explicitly accept it. Moreover, the Foundation requires all its stakeholders to have a conduct in line with the general principles of this Code, since it deems it a crucially important aspect to pursue an ethically responsible model.

The Foundation's Members shall be required to know the rules and standards set down in this Code, to refrain from conducts that do not comply with the same, to go to the persons they report to on a solid line to have clarifications or to report any breaches or non-compliance and to fully disclose to all counterparties that a Code has been adopted. In all agreements, the counterparties shall be informed of the adoption of rules and standards of conduct and shall comply with them.

Compliance with the rules and standards set down in the Code shall be an essential requirement for proper and fair performance of any collaboration relationship.

Through its Members, the Foundation undertakes to cooperate with any State Authority, to foster a culture that includes awareness of the existing controls. Moreover, it shall endeavour to upgrade and update the Code of

Ethics in order to take in line with the evolution of civil sensitivity and with any regulations that are relevant for the same Code of Ethics.

5.1 Scope of application of the Code of Ethics

All the Foundation's Members shall be required to comply with the Code when proposing and implementing projects, actions and investments and the members of the Board of Directors, when setting the Foundation's objectives, shall follow the Code principles. Those holding high responsibility positions (top management) shall indeed be required to be an example for their collaborators, to direct them towards abidance with the Code and to foster regulatory compliance.

5.2 Reporting of violations of the Code of Ethics

Subsequent to the reporting of any violations of the Code of Ethics and subsequent to the verification of the grounds of the reported violation, the Board of Directors may assess and decide whether to apply the relevant penalties to the violation perpetrator, setting the measures to be adopted in accordance with the legislation in force and shall arrange their implementation.

5.3 Communication and dissemination of the Code of Ethics

The Foundation undertakes to foster and ensure adequate knowledge of the Code of Ethics, circulating it to all parties concerned through dedicated and adequate communication, also publishing it on its websites. So that everyone can align his/her conduct to those described herein, the Foundation shall ensure an adequate training program and continuous activities fostering awareness.

5.4. Privacy protection

The Foundation undertakes to protect all information concerning its People and third parties, generated both internally or in its relations with third parties, as well as to prevent any illegitimate use of such information. The Foundation warrants that the processing of personal data within its organization shall be made in full respect of the fundamental rights and freedoms, as well as of the dignity of the data subjects, as provided for by the applicable legislation in force. However, only personal data that are required for certain, explicit and legitimate purposes shall be collected and put on file. Data shall be kept on file for a period on time not exceeding the one required for the collection purposes.

5.5 Review of the Code

Any review of the Code shall be submitted for approval to the Foundation's Board of Directors, having obtained the opinion of the Board of Auditors.

6 Public Administration bodies

Any and all commitments towards Local, State and International Public Authorities shall be undertaken exclusively by the roles having the relevant responsibility and powers. This is the reason why all documents summarizing the procedures through which the Foundation came into contact with such Authorities shall be collected and kept, in order to be able to accurately report on such relations at any time, transparently and objectively.

6.1. Conflict of Interests





In order to ensure utmost transparency, the Foundation, its Directors, Members and Employees undertake not to give rise to any situations of conflict of interests with employees of any Authorities and their family members. Every Member of the Foundation who thinks he/she is in a situation of conflict between his/her personal interests, both on his/her own behalf and on behalf of third parties, and the Foundation's interests, shall immediately inform of this the person he/she reports to on a solid line or the Board of Directors, depending which one is appropriate, without prejudice to all specific Law provisions.

Specifically, the Foundation's Members and other people or entities having an objective opportunity to influence the Foundation's decisions shall absolutely refrain from using their positions, even implicitly, to influence decisions in such a manner that would benefit themselves, their relatives, friends and acquaintances for personal reasons, of whatsoever nature.

6.2 Gifts, gratuities and other benefits

The Foundation's Members shall not accept, including for Holidays, any gifts and other benefits relating to their professional activities and having a value other than a modest one, in any case not exceeding €50.00. Any Member of the Foundation who receives, directly or indirectly, requests for or is offered gifts and benefits exceeding the limit value, shall be subject to the authorization of the person he/she reports on a solid line to, in case of employees.

The Foundation's Members shall not ask for nor accept gifts or other benefits, for themselves or for others, from an employee reporting to them or from his/her relatives.



The Foundation's employees shall not offer gifts or other benefits to a person they report to or to his/her relatives or members of his/her household, except for those having modest values. In all cases, the Foundation's Members shall refrain from any practices that are prohibited by law or by the codes of ethics, if any, of the entities with whom the Foundation has relations.

