

## Ethical code

(Version 1, 14/12/2022)

R3GIS has long lasting experience in creating Web-GIS solutions for the management of geospatial data. The Company designs flexible, user friendly and efficient solutions through continuous innovation and research.

GreenSpaces is R3GIS main product: a georeferenced software for the efficient management of urban and street green, for companies and administrations. Based on a detailed inventory, the platform allows to manage all elements of green areas as well as inspections and reports. It gives support for the planning and calculation of cost of interventions, and monitoring of their execution. GreenSpaces is the most complete and widespread green management platform in Italy: it integrates the most modern Web and Mobile technologies and has 20 years of experience and over 200 cities and companies using it in Europe. Additional modules have been developed in the framework of European-funded projects to support municipalities in the important task of adapting cities to the effects of climate change. In this way, citizens can count on a more liveable urban environment with a significant impact on their overall quality of life.

R3GIS office is at NOI Techpark, the South Tyrol's innovation district, in northern Italy. Here R3GIS connects with more than 70 creative and innovative companies and start-ups.

Each of R3GIS Stakeholders, including employees, suppliers, project and business partners, resellers, customers, and consultants, is recognized as an important member contributing to R3GIS success. Our goal is to develop relationships with Business Stakeholders that share similar corporate values as R3GIS, and conduct business in an ethical manner. This Code of Conduct is intended to ensure that a stakeholder who enters a contractual relationship with R3GIS, understands the legal and ethical requirements and does not place the company's reputation in danger. At the same time, this Code of Conduct demonstrates the values and standards that a stakeholder can expect when working with R3GIS.

R3GIS is committed to conducting its business as an ethical company, with integrity and according to social and environmental responsibility standards. We support the United Nations Sustainable Development Goals and related human rights ([UNSDG](#)). Business Stakeholders must support and respect the protection of international human rights and ensure to not be guilty of abusing human rights.

If a stakeholder has any doubts as to whether their actions comply with the Code of Conduct for R3GIS Business Stakeholders, they should contact R3GIS directly for support and clarification: [info@r3gis.com](mailto:info@r3gis.com).



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## Respect for People, Human Rights and Appropriate Working Conditions

### Safe and healthy work environment

R3GIS strives to continuously improve the health, safety and wellbeing of workers. This includes, for example, offering flexible working arrangements and ensuring safe and healthy work conditions to prevent work-related injuries and illnesses in compliance with international standards and national laws. Business Stakeholders are also required to support the establishment of a safe and healthy workplace that protects employees against violence, injuries or diseases and to develop their own preventive measures and procedures that include safety and non-discriminatory policies to handle any unforeseen circumstances.

### Equality and non-discrimination

R3GIS takes the issue of discrimination very seriously. We require that all employees as well as employees of our external contractors are equally treated, irrespective of race, color, religion, gender, age, social extraction, national origin, political opinion, sexual orientation, marital status, or disability. It is therefore important to promote equality of opportunity and treatment in employment and occupation. Employment practices of all R3GIS external contractors should be reviewed against any form of discrimination which may result in treating some jobseekers or workers less favorably than others because of characteristics that are not related to the person's competencies or the inherent requirements of the job. Companies should make qualifications, skills and experience the basis for the recruitment, placement, training and advancement of their staff at all levels.

### Equity

R3GIS commits to providing fair opportunities for all its employees based on their individual needs while strengthening, for example, gender and ethnic diversity. It is therefore expected that external contractors also have the ability and imperative to improve equity, inclusion and diversity in their workplaces respectively.

## Protection of the Environment

The environment and its protection are the top priority and subject to research and innovation for our company. R3GIS acknowledges a responsibility towards the environment, expressing commitment in implementing practices, which will promote environmental sustainability. Our products and services are aimed at improving urban adaptation strategies and mitigation of climate change effects. Our environmental policy governs the management of all operations of our company and is under continuous improvement, with specific focus on the conservation of resources, energy and water, and the reduction of waste, in compliance with national laws and international standards. R3GIS promotes environmental awareness in the community, encourages participation and trains employees



in environmental matters. Similarly, R3GIS expects that all Stakeholders strive to better understand both the direct and indirect impacts that their practices may have on the environment and commit to developing and using sustainable products and services and behave to protect the environment.

## Ethics and Business Integrity

### Confidential Information

R3GIS is compliant with the General Data Protection Regulation (EU) 2016/679 (GDPR) and ISO/IEC 27001. The security and privacy of confidential information is therefore of the utmost importance to our company. All our employees contribute to protect valuable business information such as marketing plans, cost and price information as well as partner and customer information. We require that Stakeholders that sell R3GIS products handle data with the utmost care and do not disclose any confidential information of R3GIS outside of the company. A Stakeholder accepts all data protection guidelines and laws for the protection of personal rights and ensures that all personal data is legally acquired, securely stored and used only for commercial purposes for which it was obtained. Stakeholders must implement appropriate security measures and ensure that all its employees operate in compliance with national and EU GDPR for the protection and handling of confidential information about R3GIS products and services. Confidentiality obligation continues to exist even after the contractual relationship has ended.

### Proprietary rights & misuse of Products

R3GIS is owner of its products: the software code is registered at the SIAE (Italian Society of Authors and Publishers), and GreenSpaces, R3GIS, and WorkSpaces are trademark protected. Stakeholders of R3GIS who use, promote, market, or sell products and services of R3GIS are expected to act as ambassadors of the products. It is in any way forbidden to claim ownership of R3GIS products and services. Stakeholders are required to recognize that R3GIS intellectual property is an important asset and to be committed to protecting both our brands and the brands of our customers. Agreements or arrangements with competitors are prohibited when designed to fix prices, restrict production, divide markets, or foster any impair competition.

### Responsibility and Transparency

R3GIS promotes a business transparent culture, favoring clear, constructive and respectful communication as well as establishing trust among employees and external partners. Stakeholders are therefore encouraged to take ownership of their tasks in accordance with agreements settled with R3GIS and to favor a successful partnership with R3GIS and a valued relationship rooted in a foundation of trustworthy and honest values.



### **Business conduct and the way of operating**

The Company in all business relations is driven by the principles of loyalty, fairness, transparency, efficiency and competition in the market. The Company's stakeholders, including external collaborators, whose actions may, even indirectly, be referable to R3GIS, must behave correctly in business and in relations with customers, regardless of the importance of the business dealt with. External collaborators who are not employees (consultants, agents, partners) must also comply with the principles contained in this code of ethics.

