

Ethics and Deontology Code



This Code aims to define and protect the values and ethical principles recognized as fundamental by ProPosition Management Search in order to outline the rules of conduct that are a constant reference in the exercise of its activities, whether they relate to relations with Customers, with Candidates or with Colleagues.

OUR PRINCIPLES

○ INTEGRITY:

We commit ourselves daily to create fair and long-lasting professional relationships in a responsible and transparent manner and in compliance with the law.

○ CONFIDENTIALITY:

We protect the confidentiality of Customers, Candidates and Employees in accordance with the art. 13 and 14 of the European Regulation 679/2016 concerning the protection of personal data.

○ RELIABILITY:

All tasks received are carried out meticulously according to what is established between the parties and in full compliance with the National and Community legislation in force.

○ FAIRNESS:

We do not accept any form of discrimination based on race, nationality, gender, sexual orientation, state of health, political opinions or religious beliefs.

○ QUALITY:

We provide our customers with the highest standards in quality service, ensuring satisfaction and achievement of the result.

CODE OF CONDUCT

○ **RELATIONSHIPS WITH CUSTOMERS:**

We constantly pursue the needs and requests of our customers through immediate, competent and qualified answers.

We establish relationships based on mutual fairness, courtesy and collaboration, respecting the obligations and commitments.

○ **RELATIONSHIPS WITH CANDIDATES:**

We establish with all our candidates a long-lasting connection founded on transparency and confidentiality with the aim of satisfying their expectations according to their personal aptitudes.

○ **RELATIONSHIPS WITH AND AMONG THE EMPLOYEES:**

For our internal selection and training processes, we follow the rules of professionalism, competence and merit. Our goal is to act impartially avoiding any unequal treatment and protecting the dignity and personality of everyone. Our Group consists of professionals working in a cooperative environment where teamwork is encouraged and where individual talent is recognized and valued through the satisfaction of professional and personal expectations.