

The background is a solid blue color. Overlaid on this is a close-up photograph of a succulent plant, likely an Agave, with its pointed, overlapping leaves. The image is monochromatic, with the plant's details visible in varying shades of blue. Two thin, light-blue concentric circles are centered on the page, framing the central text.

ICONS

INNOVATION STRATEGIES

CODE OF ETHICS

Summary

NOTE

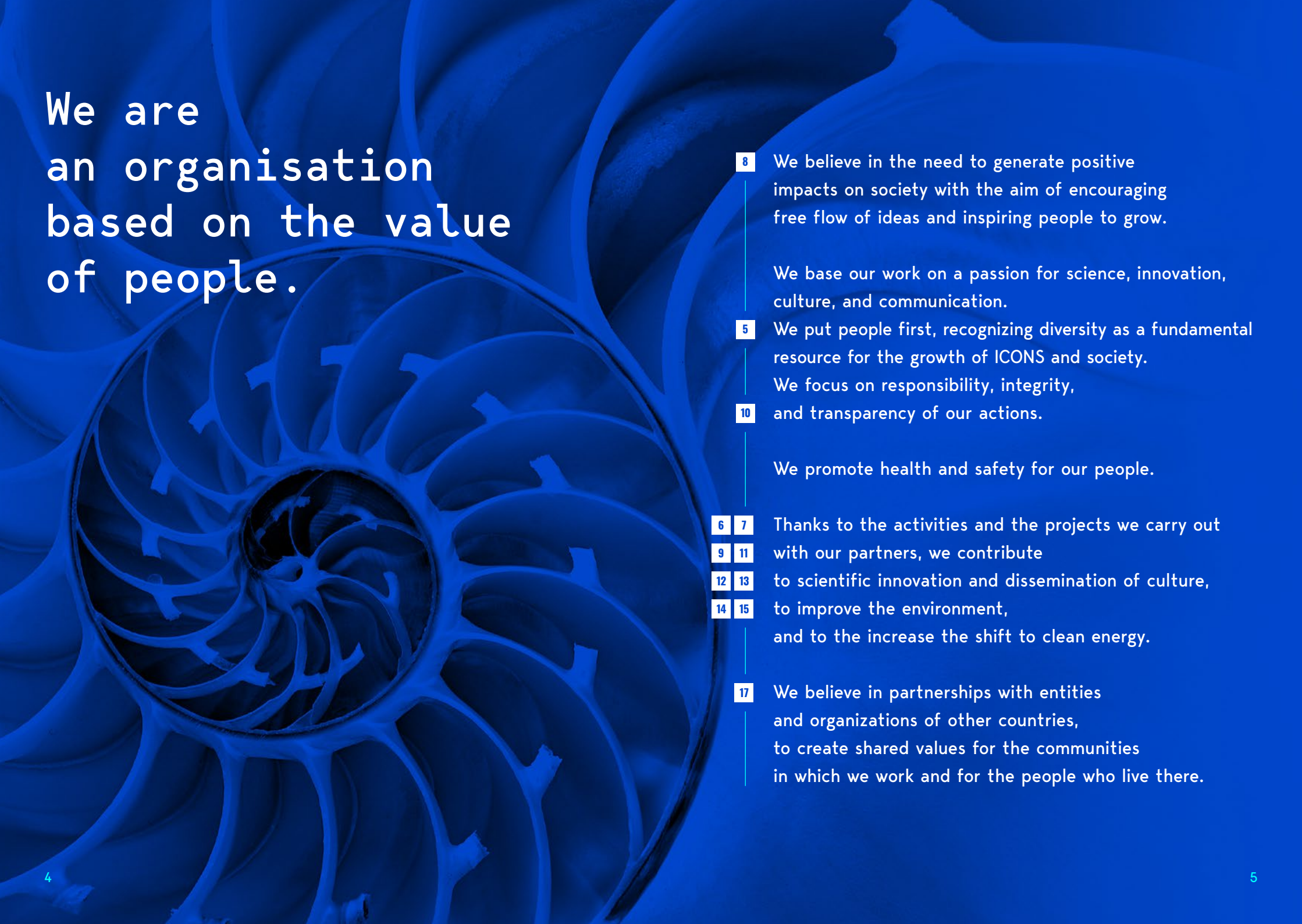
The 2030 Agenda for Sustainable Development is an action program for people, the planet and prosperity signed in September 2015 by the governments of the 193 UN member countries. It incorporates 17 Sustainable Development Goals, SDGs - into a large action program for a total of 169 'targets' or milestones. These objectives will be an important guide for the international community and for ICONS, to outline its strategy of action and its local and international activities.



KEY

Referring to each of the 17 SDGs in a synthetic form in the text, we will adopt squares with the respective number. (i.e.: 1 2 3)

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We are
an organisation
based on the value
of people.

8 We believe in the need to generate positive impacts on society with the aim of encouraging free flow of ideas and inspiring people to grow.

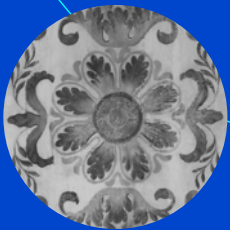
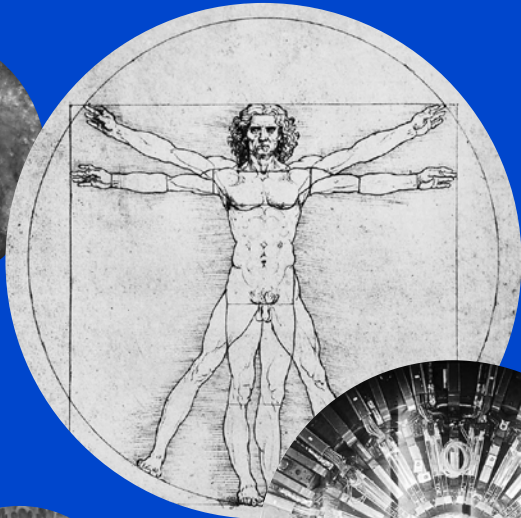
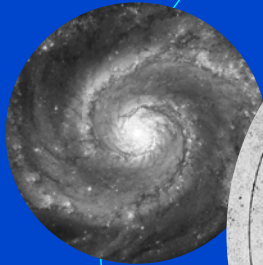
We base our work on a passion for science, innovation, culture, and communication.

5 We put people first, recognizing diversity as a fundamental resource for the growth of ICONS and society.
We focus on responsibility, integrity,
10 and transparency of our actions.

We promote health and safety for our people.

6 7 Thanks to the activities and the projects we carry out
9 11 with our partners, we contribute
12 13 to scientific innovation and dissemination of culture,
14 15 to improve the environment,
and to the increase the shift to clean energy.

17 We believe in partnerships with entities and organizations of other countries, to create shared values for the communities in which we work and for the people who live there.



MISSION & VISION

We contribute to the cultural growth of people and society.

We believe that people should readily be included in circulating knowledge and sharing culture. For us, this is the best way to build an informed and empowered society.

Strategies to innovate

ICONS is committed to spreading innovative approaches in scientific communication, the arts and culture. Above all, we seek to **create a positive impact** on society by helping ideas to flow freely and by promoting talent. We do this alongside partners, professionals, patrons and organisations with whom we share goals and values.

We want to **help society to innovate more and better**. And we want this innovation to be harnessed towards a more inclusive and sustainable model.

Building on our **20-year growth path**, we seek to share our goals and values with new people while refining our model (operational, non-profit circular) for maximum impact and breadth of this virtuous circle.

- *Generate a positive impact on our society*
- *Promote excellence in culture*
- *Promote innovation in all our activities*
- *Encourage the free circulation of ideas*
- *Contribute to scientific progress*
- *Increase talent in the fields of science, arts, and culture*
- *Promote the importance of these activities for the improvement of society*

What sets us apart?

In everything we do, we aim to **create and promote culture in the scientific and artistic fields**. We measure the value produced and we communicate it. That's what set us apart. Research and innovation drive change, and this is what we want to promote and share with the company and our partners.

Drawing on our experience of **sharing and refining ideas and products**, we turn the results of our research into on-the-ground action, into added value for our stakeholders and for society as a whole.

- *Create, promote, and communicate science and culture*
- *Stimulate scientific knowledge through accessible and inclusive communication focused on achieving the goal*
- *Communicate the results of major international research and innovation projects, for the benefit of society, its progress and well-being*
- *Promote the value of research and innovation*
- *Help the research world translate results into new products, services, and applications for the benefit of society and the economy*

Our guiding values

Our values tell our story and our commitment, guide our choices, and characterise our behaviour and that of those we collaborate with.



INDEPENDENCE

We believe in the uniqueness of the ideas we develop, in their strength and in the change they can bring. Autonomy and freedom of expression are the founding pillars of ICONS.



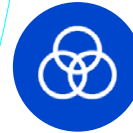
CENTRALITY OF PEOPLE

We believe in the potential of the individual, in the difference that everyone can make. We seek talent in every single person and we support change. The growth of one is the growth of all.



INNOVATION

Innovation is the growth engine of ICONS. We encourage the acquisition of new skills, support the expression of ideas, and encourage dialogue and moments of sharing. We cultivate ideas and inspire creativity.



TRANSPARENCY

We are committed to an open and continuous dialogue with collaborators and partners, because sharing expectations, objectives and results is essential to maximize value and reduce risks.



RESPONSIBILITY

Being aware of the importance of the issues we deal with in all our projects, we make ourselves bearers of social, economic and environmental responsibility, both on and off our work premises.



PROMOTION OF DEVELOPMENT

We work to contribute to the advancement and well-being of people in society. We want to generate positive, shared, and lasting impacts.



TEAMWORK AND COLLABORATION

Our team spirit is our strength. We work with passion and value both the skills of the individual and those of the group. We work together to build solid and lasting relationships, through which we can express our potential and achieve the goals we have set.



PEOPLE

We recognize and protect the value of all ICONS people.

If innovation is the engine of ICONS, people are our fuel. We believe in the people we work with; we look for their uniqueness and we cultivate and promote their talent. We believe in dialogue, respect, and continuous growth, in a workplace free from any form of discrimination or abuse, in which we stimulate creativity, expression and mutual support to fully develop our potential.

We support the creation of an ethical work environment.



- **Our working relationships are based on fairness, equality, non-discrimination, attention, and respect for the dignity of the person.** We communicate opinions and objections in an appropriate and respectful way, we reject any behaviour that constitutes physical or psychological violence, coercion, harassment, bullying or any attitude connected with these practices.
- **We prohibit any type of harassment and prevarication** however carried out and, we consider any attitude or behaviour that could create discomfort or instil fear in the other person unacceptable and prohibited.
- **We respect the rights and freedoms of workers;** we encourage responsible and constructive dialogue between all work functions, to foster a climate of mutual respect in line with the principles of fairness, transparency, and participation.
- **We promote a healthy and safe working environment;** no alcohol or smoking is permitted at the workplace unless explicitly stated otherwise.

HOW AND WHERE: We apply these values at ICONS and we promote and share them with all our employees, collaborators, trainees and scholarship holder.

We also look for these same values in suppliers and external stakeholders with whom we establish relationships and collaborations, so that our relationships are based on sharing common visions and ideals and based on maximum transparency.

We recognise the role of diversity and encourage cultural exchange.

- **We embrace plurality and diversity** as a means to make a better society. We value the unique input of each employee and we strive to be inclusive, considering the dignity of each of us and recognising the strength in our differences.
- **We promote interculturality and equal opportunities**, for every employee, collaborator, or candidate. The cultural mix is one of ICONS' strengths, especially as we work internationally. It is also a great source of enrichment for the whole group. We encourage people from all over the world to meet and promote their interaction through our European planning activities and the provision of scholarships to support and disseminate musical culture.

HOW AND WHERE: *Plurality, interculturality and equal opportunities are values present in all ICONS activities:*

- *In internal activities, as the group is made up of people of different nationalities, resulting in different languages and cultures. Cultural diversity enriches the team and increases its soft skills.*
- *In ICONS research activities, where partners come from all over Europe and beyond.*
- *In cultural projects, which are the expression of interculturality as personal and professional enrichment. Here not only new cultures meet and merge, but together they create and spread new culture.*

These three pillars underlie the relations we establish and the good collaboration for achieving our objectives.



We value people's skills.

- **We value people's skills.** We aim for a social and cultural development that draws on the broad and indepth skills base to which individuals contribute. We believe in the power of combining skills to deliver the best results.
- **We promote training programmes** for individuals to hone their skills and to broaden their personal and professional horizons. We believe in change as a way to improve and innovate. We encourage employees and collaborators to put forward their own new ideas and proposals so that the whole group may grow and adapt to future challenges.

HOW AND WHERE: Skills training is a core value at ICONS. We are keen to ensure all our members can develop their capabilities, which contributes to the overall growth of the group itself.

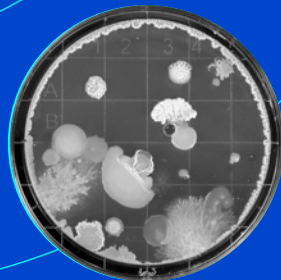
- At ICONS we offer training courses related to various fields, , from social communication and business analysis, to language courses and financial and managerial aspects. The constant dialogue with our people allows us to understand their needs and wants and to plan their training accordingly.
- In the Theresia project, skills training for individuals and the group are the essence of the project itself. It offers a path for the development of young talent, a way to promote cultural excellence through growth and collaboration.



STAKEHOLDERS

We establish
responsible
and lasting
relationships with
our stakeholders.

Our stakeholders are an integral part of what we do at ICONS. We may be a small organisation, but we work closely with many external parties on an ongoing basis. In addition to their proven expertise, we look for the same principles in them as we ourselves uphold. We promote socially responsible behaviour and work practices, and we expect our suppliers and partners to work in line with our high standards of social, environmental and economic protection. We undertake to act on all occasions with correctness, integrity, and fairness, in compliance with our contractual commitments.



We create lasting
institutional
partnerships based
on shared values.

17 PARTNERSHIPS
FOR THE GOALS



- **We work to create long-lasting relationships** based on shared values, both with the staff and with our partners. This is something we do every day across the team. Our institutional partners include various local and national networks in different settings, linked in particular to the educational and cultural sector.
- **We collaborate with local municipalities**, associations and local networks, media, theatres, music schools and conservatories, cultural foundations, donors, and philanthropic institutions. With them, we build ideas and implement projects to contribute to the social and cultural growth of local communities. Along with shared values, this work allows us to establish solid ties in these settings and to develop joint projects.

We collaborate
with the communities
in which we operate
to create growth
and shared value.



- **We build ever-growing communities.** Over the years, we have worked hard to build up a community with many types of relationship across the areas where we have worked: the musicians we collaborate with for concerts and cultural and musical events; the families who host the musicians and support our cultural projects; the local communities that participate in and benefit from the projects underway in the various areas. These ties and relationships contribute to the development and dissemination of that culture on which the ICONS vision is founded.

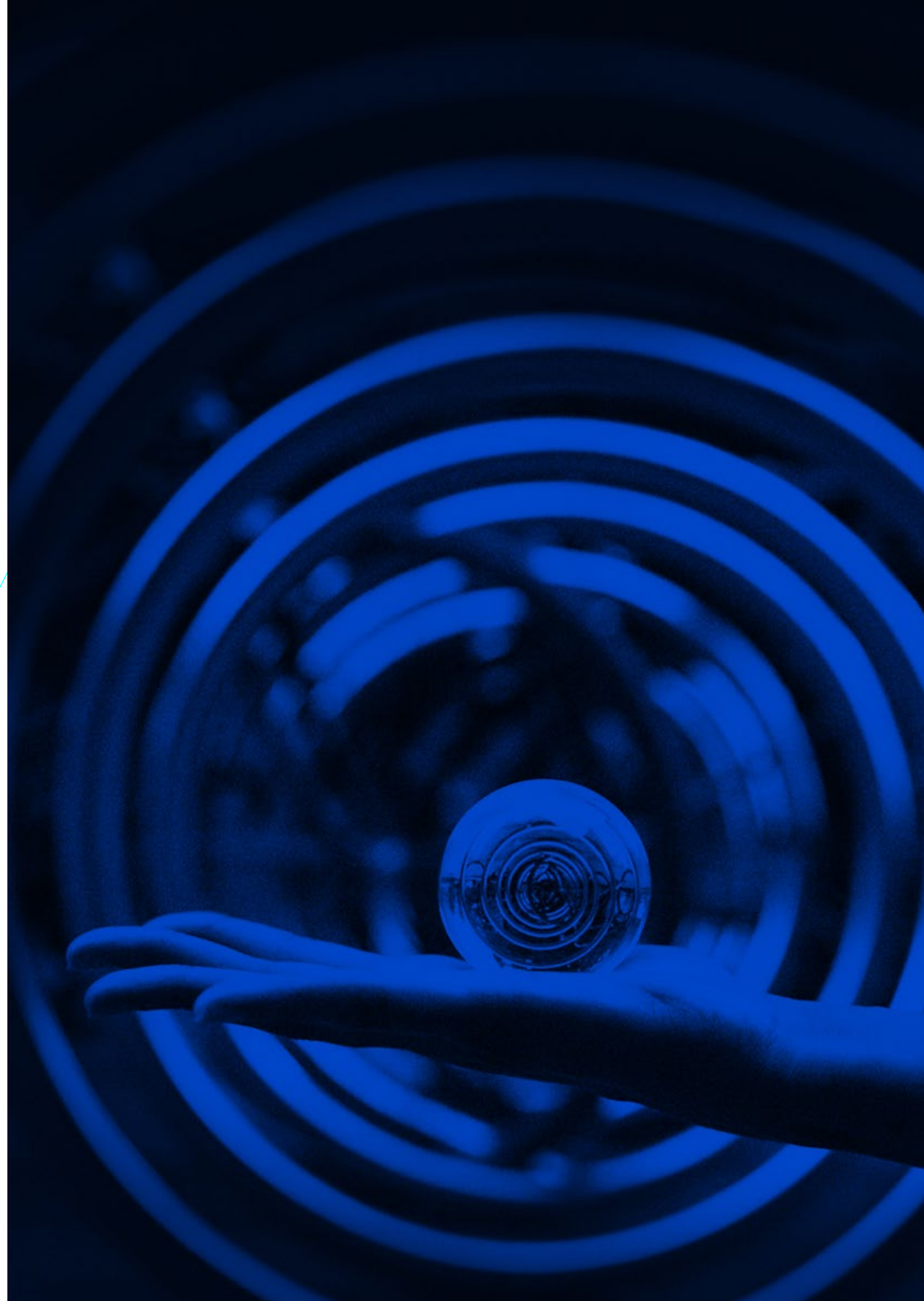
We collaborate
with international
consortia
in projects related
to the most current
issues of social
and environmental
sustainability.



→ **We study and roll out multi-year projects** aimed at advancing research and innovation for collective wellbeing. A key feature in our activities is the long-lasting relationships we have with many international partners. Together, we breathe life into projects that have a real impact on people and society. This international collaboration helps us to work towards Europe's goals, ones that are fundamental to the countries where we operate.

We ensure
transparency
and accuracy
of information
and protect the
right to privacy.

- **We manage information transparently** and protect the right to privacy in compliance with the relevant regulations in force. This happens in all the relationships we have, whether local, national or international, with individuals, organisations or networks.



Implementation and control mechanisms

COMPLIANCE FUNCTION

On 01/10/2021 ICONS set up the Compliance function with the task of supervising the implementation and compliance with this Code and the Organization, Management and Control Model. Given the modest size of the organization, it was decided that the Compliance function will consist of Veronica Meneghello and Sofia Finzi.

The Compliance function can be revoked in the event of just cause by resolution of the General Council. In particular, the following tasks are assigned to the Compliance function:

- periodically checking the application and compliance with the Code;
- undertaking initiatives for the dissemination of the Code;
- proposing amendments and/ or additions to the Code to the administrative body;
- receiving reports of violations of the Code and carry out investigations in this regard;
- carrying out advisory functions in relation to the adoption of sanctions;
- reporting on its activities to the BoD if it is deemed appropriate, at any time and at least once a year.

COMMUNICATION OF THE CODE OF ETHICS

The Code of Ethics is made available to all internal and external stakeholders of ICONS for them to follow. It can be consulted on the group's website. Its entry into force of the code and any subsequent revisions will be communicated by ICONS through official channels (such as email, website, social media) and internal ones (monthly digest, training, information updates, involvement of employees and collaborators, etc.). The Code of Ethics is given to new employers and collaborators. Updated versions are also given whenever amendments or updates arise.

The Compliance function is committed to ensuring that everyone is properly informed about the Code of Ethics. The function involves communicating about it and organising training programmes. In addition, the function ensures the Code of Ethics complies with current legislation while being aligned with the choices of the group.

The Compliance function also carries out a periodic review of the code. The auditing considers the contributions by the recipients, as well as the regulatory changes and the most established national and international practices as well as the experience acquired in applying the code itself. Any changes to the code introduced as a result of this review will be included in the code update.

REPORTS

All interested parties, internal and external, are required to report in writing and in non-anonymous form any non-compliance with this code, any breach and request for exemption of the same to the Supervisory Body. The Organization protects the authors of the reports against any retaliation they may face for having reported incorrect behaviour and to keep their identity confidential, notwithstanding legal obligations.

If we believe someone is not upholding one of the principles of the Code of Ethics, we have a duty to report it. ICONS takes all reports of breaches to the Code of Ethics or to the law seriously. We must always feel free to express any concerns or ethical issues. ICONS does not tolerate any form of retaliation for whistleblowing based on good faith. Under no circumstances will it undertake or threaten any adverse or discriminatory action of any kind against a whistle-blower. Reports can be made in writing, by sending an e-mail to the address csr@icons.it.

VIOLATIONS OF THE CODE

It should be considered a contractual obligation to comply with the Code of Ethics and with the corporate regulatory instruments in place at ICONS. Breaches of the code may damage the trusting relationship with ICONS and may result in disciplinary action and compensation for damage. In cases of serious breaches, employment may be terminated. For the purposes of the code, the term "serious breach" refers to any behaviour resulting in damage to the organisation.

For ICONS staff have a primary obligation to comply with the Code of Ethics. Failure to do this may be considered a disciplinary offence and bear legal consequences in terms of employment depending on the severity of the breach. It may also result in compensation for damages caused. For all other recipients of the Code of Ethics, any breaches will be dealt with according to the applicable law.

ENTRY INTO FORCE

This Code enters into force on 01/10/2021 following its approval and formalisation.



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