CODE OF ETHICS Italyscape S.r.l.

approved by the Board of Directors on 15.07.2025

Italyscape s.r.l. Società Benefit
Lungo Dora Colletta, 75 - 10153 Torino (Italia)
Tel. +39 011 2293208
italyscape@italyscape.com
P. Iva 11650030015
www.italyscape.com

Table of Contents

1. Introduction
    a. Who we are
    b. Purpose of the Code of Ethics and Code of Conduct
    c. Applicability
    d. Structure of the Code of Ethics
    e. Definitions
2. Ethical Principles and Values
3. Code of Conduct for Employees

Section I – Principles of Conduct in Relations with Personnel

3.1 Health and Safety at Work
3.2 Employee Well-being
3.3 Skills Development and Professional Growth
3.4 Equal Opportunities and Non-Discrimination
3.5 Protection of the Individual and Prevention of Harassment
3.6 Recruitment and Onboarding of Personnel
3.7 Organizational Changes and Work Reorganization
3.8 Conflicts of Interest and Duties of the Collaborator
3.9 Confidentiality and Data Protection
3.10 Use of the Company Logo and Corporate Image
3.11 Gifts, Presents and Other Benefits

Section II – Principles of Conduct towards Third Parties

3.12 Relations with Public Administration

3.13 Relations with Third Parties (partners, cultural institutions, communities)

3.14 Relations with Clients (travel agencies and end travelers)

3.15 Relations with Suppliers and Commercial Partners

Section III – General Principles of Conduct

3.16 Authorization and Recording of Financial Transactions

3.17 Anti-Money Laundering

3.18 Information Management and Data Protection

3.19 Appropriate Use of Information Technologies

3.20 Contributions, Donations and Sponsorships

3.21 External Communication and Corporate Image

Section IV – Principles of Conduct in the Field of Sustainability

3.22 Responsible Supplier Selection and Creation of Shared Value

3.23 Reduction of Operational Environmental Impact

3.24 B Corp Commitment and Long-Term Objectives

3.25 Corporate Activities

Section V- Responsibility towards Territories, Communities and Culture

Section VI – Encouraged Behaviors

4. Implementation Methods

4.1 Responsibilities, Monitoring and Reporting

4.1.1 Structures and Roles of Responsibility

4.1.2 Monitoring

4.1.3 Employee Reporting (Whistleblowing – Legislative Decree

24/2023)
4.2 Review and Updating
4.3 Communication and Training
4.4 Sanctions for Violations of the Code of Ethics
4.5 Documentation and Archiving
5. Contact for Ethical Communications and Reporting
6. References

1. Introduction

a. Who we are

Italyscape Srl, a Benefit Corporation since 2023, is an Italian Destination Management Company (DMC) based in Turin, active since 2017 in the creation of tailor-made travel experiences for Italian and international travelers, both individuals and groups, seeking an authentic and memorable holiday in Italy. Since 2023, Italyscape has expanded its offering to include the MICE segment (Meetings, Incentives, Conferences, Exhibitions) following the acquisition of the Escapade brand.

Part of the Quality Group consortium of independent operators, Italyscape stands out for its bespoke approach to travel, collaborating with high-profile international agencies and operators in organizing tailor-made trips in Italy and Switzerland. The company develops each proposal with attention to detail, authenticity, and respect for local communities, promoting slow, sustainable, and quality-oriented tourism.

Our Mission

One step beyond the ordinary. Every day, in every journey. We place respect for people and for the future at the center; we are committed to being inclusive and reliable, building relationships aligned with our values. Always with joy and passion. We are determined to grow and to learn, with humility, in order to offer unforgettable travel experiences.

Our Vision

We aim to be catalysts of innovation. We foster the development of innovative, ethical, and sustainable travel experiences at every stage, from supplier selection to the choice of partners who share our goals of responsible growth. Our ambition is to become a source of inspiration for companies in our sector.

CEO Letter

“As entrepreneurs, we have a duty to lead by example and we have the tools to contribute concretely to improving and transforming the reality around us, starting from the people who operate within the organization. We aim to set an example so that other companies may feel inspired to recognize that profit can and must serve the common good.”

b. Purpose of the Code of Ethics and Code of Conduct

The Code of Ethics and Code of Conduct of Italyscape Srl aims to define the ethical principles, values, and rules of conduct that guide the activities of the Company and all individuals operating within it, both internally and externally. It serves as a reference framework for guiding daily decisions and actions, promoting integrity, respect, social responsibility, and sustainability.

c. Applicability

Italyscape Srl firmly believes that long-term success depends on ethical and responsible conduct by all employees. For this reason, the Company has adopted a Code of Ethics and a Code of Conduct that outline the fundamental ethical principles guiding the organization and establish the expected standards of behavior for all personnel.

The Code of Ethics and Code of Conduct applies to **all employees of Italyscape Srl**, regardless of their level of seniority, role, position, or duties. This means that all employees, from executives to staff members, are responsible for knowing, understanding, and complying with the principles and rules set out in this Code.

Any violation of the Code of Ethics and Code of Conduct may result in disciplinary measures, up to and including termination of employment, in accordance with applicable laws and employment contracts.

The Code also serves as a reference framework for all **external collaborators, business partners,** and **suppliers**. Although they are not direct recipients, such parties are **informed** of the principles contained herein, and the Company is committed to promoting collaboration with entities that share the same ethical and professional values, encouraging practices consistent with the provisions of this document.

d. Structure of the Code of Ethics

The Code of Ethics of Italyscape Srl is structured as follows:

1. Introduction: context, purposes, applicability, and structure of the document;
2. Ethical Principles and Values: the foundations on which Italyscape's conduct is based;
3. Code of Conduct: provides specific guidelines and rules that the Company and the Recipients must follow in order to comply with the general principles and prevent unethical behavior;
4. Implementation Methods: the tools necessary to implement, monitor, and promote compliance with the Code of Ethics, ensuring continuous improvement of compliance and corporate practices;
5. Contacts for ethical communications and reporting.

e. Definitions

- *Code of Ethics:* A document that outlines the fundamental ethical principles guiding an organization and establishes the expected standards of behavior for its employees.
- *Code of Conduct:* A document that translates ethical principles into specific rules and procedures that employees must follow.
- *Company:* Italyscape Srl, with its registered office in Italy.
- *Employees:* all individuals with an employment contract or equivalent relationship, whether fixed-term or permanent.

- *Code:* this Code of Ethics and Code of Conduct.
- *External Collaborators:* consultants, freelancers, and independent professionals engaged by Italyscape.
- *External Stakeholders:* parties with whom Italyscape maintains commercial, operational, or institutional relationships (clients, suppliers, entities, local communities, etc.), and to whom the Company communicates its ethical principles through informational and relational initiatives.
- Conflict of Interest: a situation in which an individual's personal interests could influence their judgment or work-related decisions.
- Harassment: offensive or threatening behavior intended to intimidate or humiliate another person.
- Discrimination: unfair or unfavorable treatment of a person based on race, religion, gender, age, sexual orientation, disability, or other protected status.
- Company Assets: any property owned by the Company, such as computers, phones, vehicles, equipment, and other assets.
- Gifts and Bribes: gifts or money offered or received in order to influence business decisions or create a conflict of interest.
- Confidential Information: information that is not publicly available and must be protected from unauthorized disclosure.
- Workplace Safety: working conditions that protect employees from hazards and risks to health and safety.
- In case of doubt regarding the meaning of a key term, employees are required to consult their supervisor or the Compliance Officer.

2. Ethical Principles and Values

Ethical principles and values represent the cultural foundation upon which Italyscape's identity is built and constitute the guiding compass for every corporate decision, relationship, and experience offered. These principles are inspired both by universally recognized ethical standards and by the values expressed and embodied by the organization.

Fundamental Ethical Principles

- Honesty
  Always act with sincerity, fairness, and truthfulness in both internal and external relationships. Communicate transparently and adopt loyal conduct in all circumstances.

- Integrity
  Maintain high moral and professional standards, avoiding situations of conflict of interest and promoting ethically consistent behavior even in the absence of controls.

- Respect and dignity of the individual
  Treat every individual with respect, regardless of role, gender, origin, age, orientation, or personal condition, ensuring active listening, empathy, and the appreciation of diversity.

- Fairness
  Ensure equal opportunities and fair treatment for all collaborators, rejecting any form of discrimination, favoritism, or exclusion.

- Responsibility
  Take ownership of one's actions, roles, and commitments. Actively contribute to finding solutions and honoring undertaken obligations.

- Trasparency
  Operate in an open, accessible, and traceable manner, communicating clearly, comprehensively, and in a timely way.

- Safety
  Promote a healthy and safe working environment by preventing risks and safeguarding the physical and psychological well-being of individuals.

Italyscape Corporate Values

These values define how the Company operates on a daily basis, both internally and externally:

1. Responsibility – "Be part of the solution and do what you say you will do."
2. Creativity – "Step outside your comfort zone and go beyond the ordinary."
3. Trust – "Feel free to express yourself and place trust in your colleagues."
4. Passion – "Care about what you do and keep enthusiasm alive."
5. Collaboration – "Listen without prejudice, empathize, and share. Give and seek feedback."
6. Integrity – "Act with awareness of your ethics and loyalty."

Additional Guiding Principles
These are complemented by key principles highlighted in the Company's sustainability journey:

- Inclusiveness: fostering work environments that are open and respectful of diversity.
- Responsible Growth: promoting development that takes into account social and environmental impact.
- Culture of Legality: operating in compliance with all applicable laws and regulations, while also supporting freedom of association and the protection of human rights.
- Positive impact: guiding decisions in order to generate tangible benefits for people, territories, and communities.

Italyscape is committed to integrating these values into its internal processes, supplier selection, the experiences offered to travelers, and its relationships with partners, in the belief that consistent and responsible conduct is the foundation for authentic and sustainable growth.

Section II – Ethical Principles and Values

Italyscape bases its identity on a set of values that represent both the daily guide for corporate conduct and a forward-looking vision for the future. These principles are designed to ensure consistency in decision-making, guide the behavior of those who work within the Company, build trust with partners, and generate a lasting positive impact on the world.

1. Guiding Values for a Lasting Impact

Italyscape aims to act today with a long-term vision, in order to build a future in which tourism serves as a driver of well-being for people, communities, and the planet. Our key values in this perspective are:

- Integrated Sustainability: promoting and developing business practices that respect the environment and foster responsible growth, maintaining a balance between economic development and social and environmental well-being.
- Responsible Innovation: driving change and progress through innovative solutions that improve the quality of life of people and communities, while reducing environmental impact.
- Inclusiveness and Diversity: supporting equal opportunities, valuing diverse cultures, and promoting gender equality as pillars for a lasting positive impact.
- Passion and Responsibility: acting with enthusiasm and awareness of responsibilities towards clients, the environment, and society.

2. Fundamental Ethical Principles

Individual and collective behavior must always reflect the following ethical principles:

- Integrity: honesty, consistency, transparency, and honoring commitments.

- Social and Environmental Responsibility: not only reducing impact, but actively contributing to the creation of a better world.
- Sustainable Innovation: every innovative process must meet sustainability criteria.
- Fairness: equal opportunities for all individuals, both within and outside the organization.

3. Corporate Culture and Future Identity

Italyscape has always been a people-centered company that believes in the strength of relationships and in ethics as the foundation of its choices. We are committed to creating unique and authentic travel experiences, maintaining a strong connection with Italian cultural values and sustainability principles. Our aspiration is to be recognized as a company that generates value for clients, stakeholders, territories, and future generations.

4. Expected Behaviors and Standards

- Transparency, respect, active listening, and sustainability-oriented management are expected at Italyscape.
- Each team member must adopt behavior consistent with the Company's principles: respect, responsibility, trust, a spirit of collaboration, and continuous commitment to quality.
- The following behaviors are considered unacceptable: discrimination, dishonesty, lack of transparency, lack of respect for people and the environment, or any action contrary to sustainability principles.

5. Guiding Values in Uncertain Contexts

In complex situations, Italyscape is committed to maintaining firm reference points:

- Trasparency in decision-making
- Responsibility for the consequences of its choices
- Sustainability as a non-negotiable principle
- Trust and integrity as guiding criteria, even in the most challenging circumstances

6. Cultural and Historical Values as an Ethical Foundation

Italian culture, landscapes, local traditions, and the authenticity of travel experiences are an integral part of our ethical approach. Respect for these elements guides every decision and is reflected in a form of tourism that enhances rather than exploits.

7. Innovation, Adaptability, and Resilience

- Creativitiy: continuous pursuit of new ideas to respond to the emerging needs of the contemporary world.

- Adaptability: the ability to evolve and respond to change without compromising fundamental values.
- Resilience: facing challenges with determination, optimism, and a constructive mindset.

8. The Legacy We Aim to Leave

Italyscape seeks to contribute to transforming the tourism sector, making it more aware and respectful of natural and cultural heritage. The objective is not only economic success, but also to leave a positive legacy characterized by responsibility, beauty, relationships, and vision for future generations.

3. Code of Conduct for Employees

The Italyscape Code of Conduct represents the practical application of the Company's principles and values in daily professional life. It is a living instrument that guides the actions and behavior of all those operating within Italyscape, promoting consistency, respect, and responsibility. Its sections cover the main areas of the Company's activities and provide both an ethical and operational framework to guide conduct even in complex situations.

Section I – Principles of Conduct in Relations with Personnel

Italyscape considers the well-being, safety, and development of its people as central elements of its organizational model. Relationships between the Company and its collaborators are based on respect, transparency, inclusion, and shared responsibility. Italyscape is committed to creating a professional environment in which each individual can express their potential in a fair, supportive, and ethically driven workplace. At the same time, it requires every employee and collaborator to act with integrity, loyalty, and a constructive spirit, contributing to the Company's mission with professionalism and commitment.

3.1 Health and Safety at Work

Italyscape considers health and safety at work an absolute priority. The Company is committed to ensuring a safe and healthy working environment, in compliance with Legislative Decree 81/2008, promoting a culture of prevention and protection. Each collaborator is responsible for their own safety and that of others and is required to promptly report any hazardous condition.

Related company policies and practices:

- Appointment of roles required by health and safety regulations (RSPP – Prevention and Protection Service Manager, RLS – Workers' Safety Representative, occupational physician)
- Preparation and periodic review of the Risk Assessment Document (DVR)
- Provision of regular training on health and safety

3.2 Employee Well-being

The physical and psychological well-being of collaborators is an essential element of Italyscape's corporate culture. The Company promotes a balance between professional and personal life, supporting initiatives that enhance emotional well-being, motivation, and professional satisfaction. Active participation, open communication, and continuous dialogue are encouraged, so that each employee may feel part of a community oriented towards shared growth. Company policies foster flexibility, listening, and respect for individual needs, with particular attention to parenthood, personal needs, and moments of vulnerability.

Related company policies and practices:

- Flexible working hours and smart working policies in accordance with company regulations
- Corporate welfare programs in accordance with company regulations
- Team building programs: two days of team building activities ("Italysdays") are organized annually
- Monitoring of organizational climate through annual surveys, feedback analysis, and implementation of corrective and improvement measures consistent with the input received

3.3 Skills Development and Professional Growth

Italyscape promotes continuous training, the strengthening of competencies, and the development of professional career paths. We believe that every individual can and should grow, not only to contribute to the Company's success but also to fully realize their personal potential. Evaluation and development processes are based on criteria of transparency, merit, and active listening. The Company provides both formal and informal learning opportunities, personalized development paths, and regular feedback tools. Talent development and the assignment of roles of responsibility are guided by principles of fairness, motivation, and innovation.

Related company policies and practices:

- Annual training plans covering technical, transversal, and sustainability-related skills
- Education bonuses for training courses relevant to the Company's activities, in accordance with company regulations
- Fam trips/escorted trips (one per person per year) aimed at enhancing knowledge of products and suppliers
- Sales calls: annual international trips aimed at strengthening knowledge of clients
- Supplier calls: annual national trips aimed at strengthening knowledge of suppliers
- Participation in international trade fairs for training purposes
- Individual feedback and coaching sessions
- Performance evaluation system based on objective criteria, with annual follow-up meetings

3.4 Equal Opportunities and Non-Discrimination

Italyscape ensures equal dignity and equal opportunities for all individuals at every stage of the employment lifecycle, from entry into the Company to internal career development. Any form of discrimination, whether direct or indirect, is strictly prohibited. Diversity, in all its forms, is recognized as a value, an asset to be protected, and a driver of innovation.

Related company policies and practices

- Adoption of UNI/PdR 125:2022 (in progress)

3.5 Protection of the Individual and Prevention of Harassment

Italyscape is committed to ensuring a healthy, safe, and inclusive working environment in which every individual feels respected and valued. Any behavior that may harm the dignity or the psychological or physical integrity of employees is strictly prohibited, including: verbal, physical, sexual, or psychological harassment; abuse of power or workplace bullying (mobbing); direct or indirect discrimination based on gender, age, sexual orientation, ethnicity, disability, religion, or personal beliefs.

Each collaborator has a duty to actively contribute to a respectful organizational climate and to promptly report any potentially harmful situation. Reports may also be made anonymously through protected channels, in compliance with whistleblowing regulations (Legislative Decree 24/2023) and personal data protection laws (GDPR – Regulation (EU) 2016/679).

Italyscape protects individuals who report in good faith and is committed to preventing any form of retaliation, ensuring the confidential and impartial handling of all cases.

Related company policies and practices:

- Confidential channels are in place for reporting misconduct or behavior contrary to the principles of this Code, in accordance with whistleblowing regulations (Law 179/2017)
- The reporting system complies with Regulation (EU) 2016/679 (GDPR) for the protection of personal data of reporting individuals
- A dedicated digital whistleblowing channel is available, accessible via the Company's website to employees, collaborators, suppliers, and clients
- Reports submitted through the digital channel are received by designated individuals responsible for handling cases with the utmost confidentiality and in compliance with applicable regulations

3.6 Recruitment and Onboarding of Personnel

Italyscape promotes a transparent recruitment process based on merit, fairness, and alignment with its corporate values. Each new hire is considered an opportunity for mutual enrichment, in full respect of the individual and the organizational identity.

Related company policies and practices:

The recruitment process is carried out through structured practices that ensure impartiality and inclusion, including:

- Publication of open positions and collection of spontaneous applications through the "Careers" section of the website www.italyscape.com
- Involvement of at least two evaluators during interviews, to reduce bias and strengthen objectivity in the assessment process
- Contractual compliance and full adherence to applicable regulations, including those relating to residence permits
- Onboarding programs for new collaborators, including training sessions on the Code of Ethics, health and safety, corporate culture, and operational tools
- Starting from 2025, each job posting is accompanied by a statement expressing the Company's commitment to a respectful, fair, and inclusive work environment, encouraging all individuals to apply regardless of gender, age, origin, orientation, or ability

3.7 Organizational Changes and Work Reorganization

During reorganization processes, Italyscape safeguards the value of its people through dialogue and reskilling initiatives.

Related company policies and practices:

- Transparent and advance communication of changes
- Involvement of personnel in restructuring processes
- Training programs for reskilling and upskilling
- Post–organizational climate analysis meetings (feedback sharing, responses, and communication of decisions)

3.8 Conflicts of Interest and Duties of the Collaborator

Each collaborator has a duty to act in the interest of the Company's common good, avoiding situations in which personal or external interests may influence their professional conduct. Loyalty and compliance with rules are essential requirements.

Any conflicts of interest must be promptly reported. Likewise, the use of Company resources must be responsible and traceable. Data, information, and technologies must be handled with care, in compliance with confidentiality obligations and internal policies. All individuals are required to actively contribute to the quality of work, compliance with rules, and the protection of Italyscape's image.

Related company policies and practices:

- Responsible use of Company resources and IT tools, based on principles of good judgment, diligence, and compliance with internal policies
- Guidelines on the protection of intellectual property and document management, prohibiting the external disclosure of confidential data, documents, or strategic information belonging to Italyscape
- Disciplinary procedures in the event of violations of the Code of Ethics or conduct that undermines the integrity of the Company

3.9 Confidentiality and Data Protection

Italyscape ensures the protection of personal data and Company information, in compliance with the GDPR and applicable national regulations.

Related company policies and practices:

- Appointment of a Data Protection Officer (DPO)
- Adoption of personal data protection policies (Regulation (EU) 2016/679)
- Regular training on privacy and data processing
- Management and archiving of employees' authorizations for the use of personal images on social media and Company communication channels

3.10 Use of the Company Logo and Corporate Image

Italyscape's visual identity is an asset to be protected. The use of the logo, brand, or any identifiable elements must comply with the Company's guidelines.

Related company policies and practices:

- Brand and logo usage guidelines manual

3.11 Gifts, Presents and Other Benefits

Italyscape adopts strict criteria in the management of gifts, invitations, and other benefits in order to prevent conflicts of interest and improper practices. It is prohibited to offer or accept gifts that may influence professional decisions.

Related company policies and practices:

- All invitations received from suppliers or collaborators for events, exclusive experiences, or similar activities are published by the Product team on the Teams channel named "*Inviti*

Imperdibili" ("Unmissable Invitations"). Participation is regulated through a transparent procedure: collection of expressions of interest followed by a random draw using an online selection tool. The names of selected participants are published as comments on the post to ensure traceability. In the event that the same person is selected more than once, a new draw is carried out.

- Gifts received from suppliers or collaborators must be promptly reported to the relevant manager, who will inform the HR Department. The HR Department will organize a fair allocation through a random draw. This practice is already in place for holiday periods (e.g., Christmas/Epiphany), but may be extended to other times of the year.

- Decisions regarding the granting of gifts or discounts to clients must always be agreed in advance with the relevant department manager.

- Requests for agent rates from suppliers are permitted only after consultation with the relevant manager and in compliance with Company guidelines.

Section II – Principles of Conduct towards Third Parties

Italyscape recognizes the importance of building and maintaining relationships based on fairness, transparency, and trust with all external stakeholders, including public authorities, clients, suppliers, business partners, and local communities. Interactions with third parties reflect the Company's values and its commitment to acting as a responsible and collaborative player within the Italian and international tourism sector. In this context, every relationship is guided by principles of legality, inclusiveness, sustainability, and a long-term perspective.

3.12 Relations with Public Administration

Italyscape conducts its relations with Public Administrations in a transparent, ethical, and legally compliant manner. All employees and collaborators are strictly prohibited from promising or offering money, gifts, or other benefits in order to obtain favors or preferential treatment. Interactions with public entities are conducted with fairness, proper documentation, and traceability, including in cases of participation in public tenders, calls for proposals, or authorization procedures.

3.13 Relations with Third Parties (partners, cultural institutions, communities)

Italyscape promotes collaborative relationships with third-party entities—cultural, academic, and community-based—with the aim of contributing to the development of local territories and the tourism sector. Each partnership must be based on shared ethical values, mutual respect, and responsibility towards the territories involved. Donations, sponsorships, and cultural collaborations are assessed according to criteria of value alignment and positive impact.

Related company policies and practices:

- Involvement of the Sustainability function in the evaluation and selection of initiatives with positive social and environmental impact

3.14 Relations with Clients (travel agencies and end travelers)

Italyscape operates in a B2B context, providing its services primarily to Italian and international travel agencies, which represent the Company's direct clients. However, at the core of every project is also a strong focus on the end traveler, who is the ultimate beneficiary of the tailor-made experiences designed. For this reason, Italyscape promotes a dual relational responsibility: on one hand, towards partner agencies, and on the other, in ensuring the quality, content, and ethical value of the experiences delivered to end clients.

Relationships with agencies are based on contractual clarity, timeliness, commercial transparency, and high-quality advisory support. Agency satisfaction and loyalty are built on Italyscape's ability to interpret specific needs and provide creative, reliable, and sustainable solutions. At the same time, the Company is committed to ensuring consistency between the experiences promised and those actually delivered to end travelers, maintaining high quality standards and activating active listening and monitoring channels.

Related company policies and practices:

- Standard Quality standards for experiences delivered to end clients
  Italyscape defines clear criteria to ensure that each proposed experience meets standards of quality, safety, ethics, and sustainability.

- Onboarding and training procedures for agencies and operators
  Dedicated training sessions are provided to partner agencies and operators in order to ensure continuous updates on Italyscape products and expected standards.

- Tools for monitoring perceived quality
  Feedback from end clients is systematically collected and analyzed with the aim of improving the service

- Structured process for handling complaints, feedback, and corrective actions
  All negative feedback is handled promptly:
  - In the case of isolated and easily resolvable issues, refunds, replacements, or service adjustments are implemented quickly.
  - Where complaints reveal systemic issues (e.g., recurring defects or process failures), a root cause analysis is initiated and long-term solutions are identified. The team always communicates the corrective action taken to the client.

3.15 Relations with Suppliers and Commercial Partners

Italyscape maintains relationships with suppliers and commercial partners in accordance with principles of transparency, fairness, and responsibility. Selection is based on objective criteria such as reliability, quality of service, safety, environmental and social sustainability, as well as alignment with the values set out in this Code of Ethics.

Collaborations are formalized through clear and comprehensive agreements that mutually protect the parties and ensure compliance with the expected standards. The Company promotes an ethical and

sustainable supply chain, encouraging partners to adopt responsible conduct and to align with the organization's value commitments.

Related company policies and practices:

- Introduction, starting from 2025, of the obligation for suppliers to sign the Supplier Code of Conduct
- Periodic administration, starting from 2025, of a self-assessment questionnaire on ESG, safety, and quality topics, addressed to all suppliers

Section III – General Principles of Conduct

The general principles of conduct represent a cross-functional framework applicable to all Italyscape activities. They define the expected behaviors in critical areas such as the management of financial resources, the protection of information, the use of technologies, and transparency in relations with external entities. These principles strengthen the overall integrity of the organization, contributing to the development of trust, legality, and accountability over time.

3.16 Authorization and Recording of Financial Transactions

Italyscape ensures that its accounting and financial management is conducted with the utmost transparency, accuracy, and compliance with applicable laws and regulations. Every financial transaction must be traceable, verifiable, and recorded accurately and in a timely manner, in accordance with applicable accounting principles and internal procedures. The Company recognizes that the integrity of financial data is essential to safeguard its reputation, ensure responsible resource management, and guarantee the accuracy of its financial statements. For this reason, Italyscape has adopted a system of controls and authorization procedures aimed at preventing irregularities, misuse, or errors, promoting a corporate culture based on reliability and accountability.

Company Policies and Practices

- Authorization system for financial transactions
  Only authorized administrative personnel may carry out accounting and financial transactions, in accordance with defined levels of responsibility established by the organization. Each transaction must be approved in advance and properly documented.

- Accounting manual and operating procedures
  Italyscape adopts formalized accounting procedures to ensure the correct management of records. Specific procedures for quarterly account reconciliation are planned, strengthening periodic control over administrative operations.

- Internal and external audits

The Company is regularly subject to accounting reviews through internal and external audits, in order to monitor the effectiveness of administrative processes and ensure compliance with tax and corporate regulations.

- Periodic controls between administration, management, and external advisors
  Cross-checks are carried out between the administrative department and management, including monthly reviews of the updated budget. In addition, periodic meetings are held with the external accountant, particularly during VAT filings and the preparation of financial statements.

- Legal advisory
  Although no regular audits are conducted with the legal department, Italyscape relies on qualified legal professionals whenever specific legal or contractual needs arise, in order to ensure the compliance and regularity of Company operations.

3.17 Anti-Money Laundering

Italyscape adopts measures to prevent and combat money laundering and the financing of terrorism, in compliance with Legislative Decree 231/2007 and applicable international regulations. Any suspicious transaction must be promptly reported to the competent authorities. The Company carries out appropriate due diligence on the identity of the parties with whom it maintains business relationships, particularly in relation to payments received from abroad, also in cooperation with banking institutions and, where necessary, with the involvement of legal advisors in the event of suspicious situations.

3.18 Information Management and Data Protection

Italyscape ensures the confidentiality, integrity, and availability of corporate, personal, and sensitive information, in compliance with Regulation (EU) 2016/679 (GDPR) and applicable national legislation.

Data relating to clients, partner agencies, suppliers, and employees are processed responsibly and solely for specific, explicit, and legitimate purposes. Data protection is a shared responsibility across the entire organization.

Related company policies and practices:

- Appointment of a Data Protection Officer (DPO)
- Maintenance of records of processing activities and updated privacy notices for stakeholders
- Mandatory GDPR training for internal staff and collaborators
- IT systems protected by firewalls, backups, and two-factor authentication

3.19 Appropriate Use of Information Technologies

Italyscape promotes the responsible, secure, and professional use of information technologies, including company devices, email systems, management applications, and digital channels. The

improper use of Company technological resources for personal purposes, the dissemination of inappropriate content, or engagement in unethical conduct is strictly prohibited.

Related company policies and practices:

- Policies governing the use of digital devices and corporate accounts, along with related training
- Regular backups and network monitoring
- Traceability of access and intervention procedures in the event of violations

3.20 Contributions, Donations and Sponsorships

Italyscape may support cultural, environmental, or social projects through donations or sponsorships, provided they are consistent with its values. Each contribution must be traceable, formally approved, and properly documented. Contributions for personal purposes or intended to exert undue influence over third parties, whether public or private, are strictly prohibited.

Related company policies and practices:

- Guidelines for the approval and documentation of sponsorships
- Annual register of donations and supported initiatives, also disclosed in the Sustainability Report
- Involvement of the CSR/Sustainability function in the evaluation of requests
- Verification of the transparency and reputation of beneficiaries

3.21 External Communication and Corporate Image

All content communicated externally, including social media, presentations, and promotional materials, must reflect the Company's values, tone, and identity. Collaborators are required to comply with the brand identity and to refrain from any conduct that may harm Italyscape's image or reputation.

Related company policies and practices:

- Guidelines for the use of the logo and institutional communication
- Consent form for appearing on the Company website and social media channels (signed by each employee upon hiring

Section IV – Principles of Conduct in the Field of Sustainability

As a Benefit Corporation and an organization actively engaged in ethical tourism, Italyscape recognizes sustainability as a guiding principle that permeates every aspect of its activities. The Company's commitment is based on an integrated vision of environmental, social, cultural, and economic sustainability, aimed at generating positive and measurable impacts for people, communities, and the planet. For Italyscape, sustainability means taking care: of people, of territories, and of communities. It is not merely a statement, but a responsibility that translates into everyday choices. From the selection of suppliers adopting environmentally responsible practices to the design of itineraries that enhance local culture and reduce environmental impact, every action is oriented towards the creation of shared value. The Company is committed to raising awareness among its clients about more conscious ways of traveling and to monitoring its performance with transparency, with the aim of continuous improvement. Sustainability cuts across every function of the organization and requires the commitment of all, from senior management to operational staff.

3.22 Responsible Supplier Selection and Creation of Shared Value

The quality of the experiences offered is closely linked to the reliability and vision of partners. Italyscape selects its suppliers based on criteria of sustainability, transparency, and alignment with its values. The relationship with the supply chain is based on reciprocity, shared growth, and continuous monitoring. The Company is committed to formalizing a Supplier Code of Conduct and to promoting responsible practices throughout the entire value chain.

Related company policies and practices:

- Supplier Code of Ethics and progressive implementation of an ESG self-assessment system across the supply chain
- Annual mapping of strategic partners and analysis of their commitment to sustainability
- Preference for local, family-run, or artisanal suppliers
- Community support initiatives through donations and investments in causes aligned with the Company's activities (cultural, territorial, and sector-specific)

3.23 Reduction of Operational Environmental Impact

Although operating primarily in the service sector, Italyscape carefully monitors both direct and indirect environmental impacts arising from its business, including emissions generated by commuting and business travel, as well as office resource management. The Company has adopted daily practices aimed at energy efficiency, digitalization, and waste reduction, and promotes responsible choices among its employees.

Related company policies and practices:

- Annual CO_2 monitoring (commuting and business travel)
- Smart working: two days per week and three days per week for two months per year, in accordance with company regulations

- Promotion of sustainable and common-sense practices within offices (use of recycled paper, reduction of plastic, and waste separation)

3.24 B Corp Commitment and Long-Term Objectives

Since 2023, Italyscape has been a Benefit Corporation and has embarked on the path towards B Corp certification, with the objective of transforming its organizational structure into a concrete instrument for positive impact. This commitment translates into measurable objectives, transparency towards stakeholders, and the sharing of best practices. The Company positions itself as a catalyst for sustainable change and aims to involve clients, suppliers, and territories in a shared growth journey.

Related company policies and practices:

- Use of the B-Lab assessment to monitor ESG performance
- Annual preparation of the Sustainability Report in accordance with GRI standards
- Active involvement of stakeholders in defining priorities
- Allocation of a portion of profits to environmental and social projects

3.25 Corporate Activities

The Company also promotes—where compatible with organizational needs—moments of sharing through the organization of corporate events and trips, designed as genuine training opportunities and practical experiences of sustainability shared by the entire team.

Section V- Responsibility towards Territories, Communities and Culture

Italyscape recognizes that every travel experience generates an impact on the territories visited and on the communities that inhabit them. For this reason, it adopts an ethical and regenerative approach to tourism, based on the enhancement of cultural and environmental heritage, the support of local economies, and the empowerment of travelers. The objective is to offer authentic experiences that not only avoid negative effects but actively contribute to the resilience and sustainable development of destinations.

Since 2023, Italyscape has become a Benefit Corporation, committing not only to profit-making objectives but also to pursuing purposes of common benefit. These purposes include all the principles outlined in this section, strengthening the Company's commitment towards territories, communities, and culture. In particular, Italyscape undertakes to:

- Promote travel experiences and packages with low environmental impact, prioritizing, where possible, suppliers with eco-certifications and optimizing travel logistics through the use of low-impact transport solutions.
- Enhance and preserve Italian cultural heritage by selecting experiences that directly or indirectly contribute to the promotion of local culture and traditions

- Support biodiversity conservation through activities that protect natural areas and raise awareness of their preservation
- Support organizations engaged in the protection of civil rights, the environment, and cultural heritage, monitoring and communicating active partnerships in the Annual Sustainability Report
- Promote food choices that respect nature and producers, encouraging tourism experiences with vegetarian/vegan menus or reduced meat consumption and products from Italian organic supply chains
- Adopt corporate decisions aimed at employee training and well-being, reporting annually the hours dedicated to personal and professional development
- Support the fight against climate change through actions aimed at reducing and offsetting CO_2 emissions, monitoring internal energy consumption, and adopting policies to reduce waste and single-use materials

The Company considers each itinerary as an act of respect and care towards landscapes, traditions, and people, and is committed to generating shared value with all stakeholders involved.

Related company policies and practices:

➔ Authentic enhancement of territories

- "Local Value" Policy: Italyscape applies a structured policy to prioritize local suppliers and select experiences that enhance authenticity, with particular attention to artistic, cultural, and social heritage

- Corporate culture oriented towards authentic and sustainable tourism: travel programs are developed in collaboration with artisans, short supply chain producers, expert guides, and small businesses, promoting the transmission of local knowledge and traditions

- Design of authentic, place-based experiences: although no formal guidelines are in place, Italyscape selects activities that reflect the identity of the destination and are not artificially created for tourism purposes

➔ Promotion of local excellence: each itinerary enhances traditional knowledge and local communities, actively supporting local economies and preventing cultural homogenization and exploitative consumption

➔ Environmental sustainability and responsible partner selection

- Selection of suppliers attentive to environmental and cultural sustainability: Italyscape has initiated the mapping of suppliers according to ESG criteria (environmental and social certifications) and plans to administer self-assessment questionnaires to strategic suppliers.

- Collaborations with certified structures and excellence-driven entities: the Company collaborates with widespread hotels, historic residences, and structures holding sustainability certifications. A concrete example is the selection of Castello di Gargonza for corporate events.

- Development of regenerative tourism and community-based tourism initiatives: Italyscape promotes experiences that integrate travelers into the social and productive context, contributing to the resilience and growth of host communities

➔ Raising awareness among travelers

- Regenerative tourism: the Company prioritizes lesser-known destinations, experiential itineraries, and low-impact outdoor activities, encouraging authentic engagement with nature and local cultures
- "Travel Responsibly": a guide dedicated to group travelers, aimed at fostering conscious and respectful behavior
- Pre-departure briefings and informational materials: already in place to raise awareness among clients before travel
- Welcome Document (under development): to be distributed to all travelers to inform them about environmental, cultural, and social norms of the destination.

➔ Social contribution and collaboration with the third sector

Collaborations with associations and sustainable development projects, including:

- FAI – Fondo Ambiente Italiano, through the Corporate Golden Donor program
- Gruppo Abele, for social inclusion and solidarity
- Italian Global Health Action, active in addressing inequalities and promoting global health through research and awareness initiatives

Section VI – Encouraged Behaviors

Italyscape promotes a corporate culture aimed at fostering people's well-being, organizational efficiency, and a positive impact on local territories. Encouraged behaviors do not constitute obligations or sanctionable rules but reflect the values the Company identifies with and seeks to see embodied by its members.

Impact on Territory and Community

Italyscape encourages participation in social, cultural, and environmental initiatives that contribute to the development of local communities. Volunteer activities, collaboration with local entities, and forms of social contribution by collaborators and teams are actively promoted.

Related policies and practices:

- Promotion of local projects linked to corporate travel: for example, in selecting destinations for annual meetings, preference is given to low environmental impact services with strong social inclusion (e.g., experiences with artisans, local guides, natural areas)

- Active involvement in cultural events supported by Italyscape

Culture of Continuous Improvement

Italyscape promotes a dynamic and participatory corporate culture based on three fundamental pillars: effective communication, proactive collaboration, and continuous learning. This approach fosters accountability, co-creation of solutions, and organizational well-being. Each collaborator is encouraged to actively contribute to the Company's development, propose improvements, learn from mistakes, and value teamwork.

➔ Communication and Active Listening

Internal communication is considered a strategic element for team cohesion and the achievement of objectives. Italyscape promotes constructive dialogue across roles and organizational levels, based on respect, transparency, and mutual listening.

Related policies and practices

- Regular update and listening meetings to foster dialogue and operational alignment between teams and management

- Annual follow-up meetings aimed at reflecting on professional situations and individual objectives, including personal development

- Feedback-oriented culture, encouraging active sharing of suggestions, reports, and improvement proposals from all collaborators

- Use of collaborative digital tools, supported by the ongoing digitalization process, including the HR system Factorial, to enhance transparency, communication, and human resources management, as well as communication channels via Microsoft Teams

➔ Proactivity and Cross-Functional Collaboration

Italyscape values the active participation of its collaborators, promoting a work environment where ideas can be expressed, contributions can be made constructively, and successes can be shared. Collaboration is understood not only as coordination between functions but as a partnership based on trust, responsibility, and openness.

Related policies and practices:

- Cross-functional activities: brainstorming sessions, workshops, and multidisciplinary working groups aimed at co-creating solutions and strengthening the sense of belonging

- Organizational climate analysis and personalized coaching programs, developed with the support of external partners (e.g., blackship), to promote well-being, awareness, and personal development
- Recognition programs for innovative ideas and solutions, including profit-sharing initiatives as a tangible acknowledgment of individual and collective contributions
- Training on feedback culture to encourage open, conscious, and constructive communication among colleagues and teams

➔ Open Mindset and Continuous Learning

Italyscape encourages an open, curious, and improvement-oriented mindset. Mistakes are considered a natural part of the growth process. Experimentation, sharing, and learning are integral to the way the Company evolves.

Related policies and practices:

- Post-project reflection sessions and shared debriefings to promote collective learning and knowledge retention
- Feedback on organizational climate analysis and cross-department meetings as structured opportunities for listening and exchange
- Access to cross-functional training content through internal and external programs (including fam trips), supporting continuous development
- Dedicated budgets for personal development, supporting professional growth beyond mandatory company training requirements

Conscious Management of Time and Priorities

Italyscape promotes a work management approach based on a balance between operational effectiveness and people's well-being. The organization of time and activities is grounded in principles of flexibility, accountability, and shared planning. The objective is to create an environment in which each individual can work with clear priorities, reducing mental workload and preventing situations of operational stress.

Related policies and practices:

- Flexible work organization, particularly during smart working days, with shared planning between collaborators and managers through periodic meetings and the definition of strategic objectives
- Attention to mental workload, also through the use of smart working arrangements and individual coaching programs, aimed at promoting well-being, operational clarity, and awareness in managing priorities

Distributed Leadership

Italyscape promotes authentic and participatory leadership, capable of inspiring trust, leading by example, and enabling the expression of talent. All individuals are encouraged to contribute, regardless of their hierarchical role.

Politiche e pratiche correlate:

- Empowerment programs for non-managerial roles
- Horizontal mentoring among colleagues and for onboarding personnel
- Training programs focused on corporate values and on the vision of "inspiration and responsible growth"

Shared Events

Where possible, Italyscape organizes meetings and corporate travel experiences with a team-building purpose, which become genuine learning opportunities on sustainability and occasions for connection among people, territories, and shared values.

Related policies and practices:

- Once a year, Italyscape organizes Italysdays, a corporate trip to an Italian destination that includes team-building activities and shared experiences. During the event, all meals are exclusively vegetarian, in line with the Company's sustainability values.
- Department-level team-building days are periodically organized, with the aim of strengthening internal relationships and collaboration among colleagues
- Italyscape also promotes cross-functional training days in collaboration with qualified partners, such as blackship, focused on the development of soft skills and alignment with corporate values

4. Implementation Methods

4.1 Responsibilities, Monitoring and Reporting

In order to ensure that the Company's Code of Ethics is not merely a set of abstract principles but represents a true operational standard, it is essential to establish an effective monitoring framework aimed at ensuring that all activities comply not only with legal requirements but also with the ethical values promoted by the Company through this Code.

4.1.1 Structures and Roles of Responsibility

The implementation and observance of the Code of Ethics are a shared responsibility across the entire

organization. Overall supervision rests with the Chief Executive Officer, who may delegate specific tasks to the Compliance Officer or another internal figure with appropriate expertise.

In particular:

Role	Main Responsibilities
Chief Executive Officer	Approval and overall supervision of the Code of Ethics
Compliance Officer	Monitoring implementation, collecting reports, managing revisions – Italyscape has identified the HR Manager as the Compliance Officer
HR Department	Ethical training during onboarding and periodic updates
All Collaborators	Knowledge and compliance with the Code, participation in training activities, and reporting of violations

Italyscape may carry out internal ethical audits and periodic self-assessment tools to verify the effectiveness of the Code's implementation. The objective is to ensure consistency between declared principles and actual conduct, taking prompt action in case of deviations.

4.1.2 Monitoring

Italyscape adopts a systematic approach to monitoring the effective implementation of the Code. Periodic reviews, including internal audits, are conducted to assess compliance with the stated principles and to collect feedback on the functioning of the Company's ethical practices. The results of such monitoring contribute to the continuous improvement of both the Code itself and the Company's processes.

4.1.3 Employee Reporting (Whistleblowing – Legislative Decree 24/2023)

Italyscape guarantees the possibility for individuals to report, in good faith, actual or suspected violations of this Code of Ethics, Company procedures, or applicable laws. Reports may be submitted in written or verbal form, including anonymously, in accordance with internal procedures inspired by Legislative Decree 24/2023. The Company ensures the utmost confidentiality of the reporting party and protection against any form of retaliation or discrimination. Reports are collected, analyzed, and managed by an independent body or by a specifically designated internal representative.

4.2 Review and Updating

The Code of Ethics is a dynamic document, subject to periodic review to ensure its effectiveness and alignment with regulatory, organizational, and social developments. Revisions may be proposed by Management or by the Compliance Officer, including upon suggestion from stakeholders. Each update is approved by senior management and communicated to all personnel.

4.3 Communication and Training

Italyscape is committed to ensuring the widest possible dissemination and understanding of the Code of Ethics among all recipients. The Code is distributed during onboarding, explained through dedicated training sessions, and made available online in its updated version. Periodic update activities are planned to reinforce awareness of ethical principles, also in light of any regulatory or organizational changes.

Training is mandatory for all employees and collaborators, including consultants and key partners who maintain ongoing relationships with the Company. At the end of the training, formal acknowledgment and acceptance of the Code are required, through physical or digital signature.

Management and the Compliance Officer are responsible for:

- organizing and updating training content
- monitoring participation
- managing the archiving of acknowledgment declarations

4.4 Sanctions for Violations of the Code of Ethics

Italyscape adopts a rigorous and fair approach to the management of violations of the Code of Ethics. It is essential that all violations are treated with seriousness and that appropriate sanctions are applied in order to maintain the integrity and credibility of the organization.

A clear definition of sanctions helps prevent violations and ensures that all members of the organization understand the consequences of their actions.

Types of Violations

Violations of the Code of Ethics may vary in severity and include behaviors such as fraud, corruption, discrimination, breaches of data privacy, and misuse of resources.

Each case of violation is assessed individually, taking into account the nature and seriousness of the act.

Disciplinary Sanctions

Sanctions for violations of the Code of Ethics are proportionate to the severity of the violation and may include:

- Verbal or written warnings: for minor violations or first-time offenders, where no significant harm has been caused to the organization or stakeholders
- Suspension from work: in cases of more serious violations, temporary suspension without pay may be imposed.

- **Termination of employment or contractual relationship:** for serious or repeated violations, termination of employment or contract may be considered. This applies in cases where conduct has caused significant damage to the Company or has seriously jeopardized its reputation

- **Legal action:** where the violation also constitutes a criminal offense, such as fraud or corruption, the Company may pursue legal action against the individual(s) involved.

4.5 Documentation and Archiving

Italyscape undertakes to maintain an archive of all previous versions of the Code of Ethics, including details of the changes made and the rationale for such changes. This process reflects the Company's commitment to transparency, integrity, and accountability, which are key elements in building and maintaining trust with all stakeholders.

5. Contact for Ethical Communications and Reporting

Italyscape promotes an environment based on integrity, transparency, and respect for the values set out in this Code of Ethics. For this reason, it encourages employees, executives, members of corporate bodies, consultants, suppliers, and other stakeholders to report, in good faith, any unethical behavior, violations of the Code, irregularities, or unlawful acts of which they become aware in the course of their relationship with the Company.

Pursuant to **Legislative Decree 24/2023 on whistleblowing**, Italyscape guarantees the **utmost confidentiality of the identity of the reporting party**, the content of the report, and any attached documentation, in compliance with applicable data protection regulations (GDPR – Regulation (EU) 2016/679).

Reports may be submitted through the following channels:

- **Dedicated whistleblowing platform**, accessible directly from the Italyscape website, available to employees, clients, suppliers, and external stakeholders

- **Email** to the dedicated address: etica@italyscape.com

- **Postal mail** (in a sealed envelope marked "Confidential – Code of Ethics Report") to the following address:
  Italyscape Srl – Lungo Dora Colletta, 75 – Turin

The Company undertakes to handle each report with impartiality, timeliness, and in compliance with applicable regulations, adopting appropriate measures to protect both the reporting party and the reported individual.

7. References

- Company regulations
- Company website: https://www.italyscape.com/
- Chamber of Commerce certificate
- Benefit Corporation Articles of Association
- Legislative Decree 231/2001 (Administrative liability of entities)
- Legislative Decree 81/2008 (Health and safety in the workplace)
- Legislative Decree 24/2023 (Whistleblowing)
- Regulation (EU) 2016/679 (GDPR)
- National Collective Labour Agreement for Tourism – Confcommercio
- ISO 26000 Guidelines on Social Responsibility
- GRI Standards – Global Reporting Initiative
- B Impact Assessment – B Lab
- Link to the document "VIAGGIARE RESPONSABILMENTE_ITA.pdf"

Acknowledgment and Acceptance Form

Code of Ethics and Code of Conduct of Italyscape S.r.l.

approved by the Board of Directors on 15.07.2025

I, the undersigned _____,

employee of Italyscape S.r.l.,

hereby declare that I have received, read, and understood the Company's Code of Ethics and Code of Conduct. I confirm that I have participated in the mandatory training relating to the contents of the Code and that I am aware of my responsibilities in complying with the principles and rules set out therein.

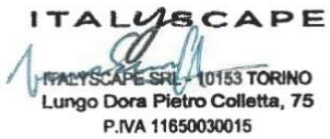
I hereby accept and undertake to:

1. Adopt conduct consistent with the principles of the Code of Ethics and Code of Conduct at all times.
2. Comply with all policies, procedures, and guidelines set out in the Code.
3. Promptly report any violations of the Code of which I become aware, using the procedures established by the Company.
4. Fully cooperate with any investigations concerning violations of the Code.

I acknowledge that failure to comply with the Code of Ethics and Code of Conduct may result in disciplinary action, including but not limited to warnings, suspension, or termination of employment, in accordance with Company policies and applicable laws.

I further declare that I understand and accept that:

1. The Code of Ethics and Code of Conduct may be subject to periodic review and updates. I undertake to remain informed of such updates and to participate in any additional training sessions.
2. I may access updated copies of the Code of Ethics and Code of Conduct on the Company's website and request clarification or further information from the Human Resources Department or the Compliance Officer.

Employee Signature	
Date	30 July 2025
Compliance Officer Signature	
CEO Signature and Company Stamp	

Contact Information for Reporting and Further Clarifications

To report violations of the Code of Ethics or the Code of Conduct, or to request clarification regarding the principles and behaviors described, the following official channels may be used:

1. Compliance Officer

   Email: personale@italyscape.com

To report violations of the Code of Ethics or the Code of Conduct, or to request clarification regarding the principles and behaviors described, the following official channels may be used:

- Dedicated digital whistleblowing channel

  Accessible directly from the Company's website by employees, collaborators, suppliers, and clients, allowing reports to be submitted securely and confidentially.

- Human Resources Department

  📧 personale@italyscape.com

  For communications relating to ethical matters, non-anonymous reports, or requests for further clarification.

- Written reports (hard copy)

  To be sent in a sealed envelope marked "Confidential – Code of Ethics Report" to the following address:

  📮 *Italyscape Srl – Lungo Dora Colletta, 75 - Torino*

All channels are managed in compliance with **Legislative Decree 24/2023 on whistleblowing** and **Regulation (EU) 2016/679 (GDPR).** Italyscape guarantees the **utmost confidentiality** and **prohibits any form of retaliation** against individuals reporting in good faith.

Please return this signed form to the Human Resources Department by 08 August 2025. Failure to return the form may result in further actions to ensure compliance with Company policies.

Company Stamp and CEO Signature

ITALYSCAPE
ITALYSCAPE SRL - 10153 TORINO
Lungo Dora Pietro Colletta, 75
P.IVA 11650030015