
CODE OF ETHICS

Declaration of common ethical principles relating to the PICOSATS company.

INTRODUCTION

PICOSATS, conducts its business based on the quality of its products and the integrity of its relations with employees, suppliers, customers and collaborators, in the context of fair competition and in compliance with current legislation and the regulations.

PICOSATS's core values are honesty, passion, efficiency, continuous improvement, customer orientation and respect for people. PICOSATS's values are the guidelines for running the company on a daily basis and are the foundation of everything we do.

As part of these values, PICOSATS is committed to contributing to sustainable development, balancing short and long-term objectives and integrating economic, environmental and social issues into decision-making processes in order to grow significantly its business and serve its customers well.

PICOSATS's Code of Ethics is the tool to relate ethical conduct to the working environment, business practices and relations with external stakeholders.

COMPANY RESPONSABILITIES

PICOSATS's people must carry out their work and perform their duties with professionalism, diligence and correctness, efficiently spending the time available, using the tools provided with expertise and assuming the responsibilities associated with their commitments.

Employees are expected to represent the company in a responsible manner and to conduct themselves with honesty and integrity. Employees must also make every effort to perform their duties safely and to treat their collaborators, superiors and other colleagues respectfully.

HEALTH AND SAFETY

Health and safety at work are priorities at PICOSATS. Based on these principles, PICOSATS is committed to protect the health and safety of its employees and of everyone with whom the Company has relations, creating and maintaining a working environment that protects physical integrity by complying with current legislation on safety and workplace risks.

All employees, collaborators, are required to scrupulously comply with the rules and obligations deriving from reference regulations and to comply with all the measures provided for by internal procedures.

RIGHTS TO INTEGRITY OF THE PERSON

PICOSATS pursues and supports the observance of internationally recognized human rights, particularly those of our employees and business partners.

In addition, the company protects equal opportunities for employees, regardless of skin color, race, sex, age, citizenship, social origin, disability or sexual habits. We respect the political and religious beliefs of our employees as long as they are based on democratic principles and tolerance of different opinions.

PICOSATS condemns and does not use child or forced labor, nor has it entered into or stipulated contracts with suppliers or subcontractors who use it.

COMPANY PROPERTY

Corporate Property must be used only for legitimate business purposes. PICOSATS employees are required to take care of both the physical and intellectual property of the company and not to expose it to the risk of damage, loss, misuse or theft.

In addition, intellectual property is considered confidential information and should therefore not be subject to public disclosure.

CONFIDENTIAL INFORMATION

PICOSATS undertakes to protect information and data relating to its employees and to third parties, and to prevent said information and data from being used improperly.

All information, knowledge and data acquired or processed by employees by way of their duties belong to the PICOSATS and may not be utilized, disclosed or divulged without prior and specific authorization being granted by a line manager.

RELATIONS WITH THIRD PARTIES

Company employees' relations with other company employees and with other professionals are guided by mutual confidence, courtesy, cooperation and trust.

Company employees refrain from any action or behavior that may damage the reputation, honor and dignity of the Company.

CONFLICT OF INTEREST

In case of conflict of interests, company employees are expected to take the appropriate steps either to avoid it or to alert the relevant persons in the organization of the Company, consulting their association.

VIOLATIONS AND PENALTIES

Any violation of the provisions of this Code of Ethics will lead, for subjects responsible for such violations, in order to protect the interests of PICOSATS, the application of penalties in accordance with the provisions of the current regulatory framework.

IN CONCLUSION

In this company activities such as teaching, writing doctrines and professional articles and participating as speaker in conferences both in PICOSATS and in their association activities are encouraged.

PICOSATS members can seek an opinion or an interpretation by PICOSATS concerning questions or matters relating to the content of this document.

The term of this Code of Ethics becomes effective on August, 2019. It will be periodically reviewed and updated.