



PROFESSIONAL CODE OF CONDUCT

1. Introduction

The Ethics is the essential element for the formation and continuous professional growth of the Associate and is a value to which all Associates must comply, not violating it with any inappropriate behavior.

The ANCIS Professional Association provides that each Associate must behave in a personal and professional manner, upright and recognizable; both in their own working environment and in the different circumstances of private life.

The Association requires irreproachable behavior in relations both with the general public and with the Users.

In no way is it allowed to bring offense and prejudice both to behavior and to beliefs recognized by the civil conscience.

In addition to what is expressly provided for in the Statute, Regulations, Resolutions of the Association's corporate bodies, each Intelligence & Security Consultant Professional is obliged to comply with the provisions of the Code of Professional Conduct.

2. Regulatory obligations

The Associate must exercise the Profession of Intelligence & Security Consultant in compliance with the Constitutional Principles, State Laws, Community Law and any other normative source that regulates, in general, the exercise of the profession and, specifically, the activity intelligence.

Each Associate is obliged both to comply with this Code of Professional Conduct and to enforce it, as the violation of both obligations can be punished, according to the provisions of the Statute, Regulations and Code of Conduct of the Association.

3. Dignity and Decorum

The Associate must carry out his professional activity making sure that any of his behavior or single action is not detrimental to the dignity and decorum that are appropriate to every professional in general.

Associates must be in possession of the academic qualifications and requirements provided for by the Association's Statute and Regulations, as well as comply with the obligations of continuing education, to strictly preserve the dignity of the Intelligence and Security Consultant Profession.

Clarity and transparency must distinguish every professional and communication activity of the Associate, both between colleagues, between professional and User and in relations with Institutions and Bodies.

4. Professional correctness

The Associate is required to behave in an exemplary manner also towards his own collaborators, clients and any other person with whom he comes into contact. The professional comparison between colleagues must be based on loyalty, truthfulness, in-depth knowledge of the circumstances, high professional competence and experience. The Associate is prohibited from violating the secrecy concerning corporate and / or personal news and facts of which he becomes aware in the exercise of his profession, even after the termination of his professional activity. The Associate is obliged to pay strict attention to the use of



ANCIS – Associazione Nazionale Consulenti Intelligence & Security

the name and / or trademark of the ANCIS Professional Association, faithfully complying with the provisions of the Statute and Regulations. Members undertake to avoid any form of discrimination and any abuse of the professional role. Members must maintain the dignity of the profession of reference by making every effort to avoid the slightest suspicion of dishonesty, fraud, deceit or unprofessional conduct.

5. Visibility

Members must behave in a way that does not damage, discredit or otherwise compromise the image of the ANCIS. The associates are free to express their opinions, even if in contrast with those of others, but they are required not to denigrate the latter or their actions, with announcements, articles, interviews or in any other form.

6. Free competition

Free competition between the members of the ANSCIS must take place in a correct form and be based exclusively on real elements such as: - professional competence; - experience; - the nature and consistency of the services offered; - the adequacy of the remuneration in relation to the services offered.

7. Compensation

The right remuneration is the fundamental element that ensures the quality of the services offered and the indispensable professionalism. The application of the right compensation and the defense of its integrity are fundamental principles to be reiterated to safeguard the professionalism of the sector.

8. Privacy

Subscribers undertake to keep information and news concerning personal data learned during the course of their activity confidential and observe this obligation even after the termination of the employment relationship within which they have acquired them. Members promote the adoption of guidelines, regulatory standards, as well as adequate organizational measures to ensure that the processing of personal data is carried out in compliance with the principles and rules established by current legislation.

9. Quality standards

In carrying out their activities, members must abide by the quality standards that will be established by the association.

10. Sanctions

Every case of violation of this Code of Professional Conduct, by the Associate, is sanctioned with a resolution adopted by the Board of Directors. Against this resolution the Associate can present his own



ANCIS – Associazione Nazionale Consulenti Intelligence & Security

counter-arguments. The Board of Directors, within thirty days, will provide to acquire all the necessary documentation and eventually to convene the interested party for further information, comparisons, memories, defense, etc. Once the preliminary investigation has been concluded, the Board of Directors informs the interested party of the conclusions reached. The sanctions are:

- Suspension, in cases of violation that is not excessively serious and considered remediable. In this case the Associate must comply with what he has specified, in the ways and terms indicated in the resolution, in order to remedy the violation accomplished. Failure to sanction or to repeat a new or different violation of this Code of Conduct leads to the cancellation from the Association;
- The radiation, in the event of a serious violation for which the Member commits actions or holds dishonorable behavior, contrary to the professional association, which is harmful to the User and to the Association.

Read, approved and unanimously signed by those present.

Rome, July 26th 2016