



Fondazione Slow Food
per la Biodiversità
ONLUS

CODE OF ETHICS AND CONDUCT

for the SLOW FOOD FOUNDATION FOR BIODIVERSITY

Approved by the Board of Directors on September 30, 2021

Slow Food Foundation for Biodiversity

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GIVEN:¹

- 1) that good, clean, fair and healthy food is a right of all and that we shall not give up the fight until every last person and the entire web of life on this planet has access to it.
- 2) that the whole world is our home and that our action is global in scope. Our network knows no boundaries. We thus reject any form of political, economic and social exclusion that turns into outlaws people who migrate on account of conflict, violence, discrimination, eviction, poverty and natural calamity. We fight oppose every thought and action that deprives the weakest segments of the population of their rights, that rides roughshod over indigenous cultures, that fails to hold women, children and the elderly in due esteem. In particular we recognize, favor and promote the fundamental contribution that women bring in term if knowledge, work and sensitivity, in the family, community and the social spheres.
- 3) that environmental protection is the main priority of our work as activists, farmers, shepherds, fishers, artisans, scholars and cooks. The production, distribution and consumption of food cannot conflict with the right to enjoy a healthy environment and its fruits for generations to come.
- 4) that diversity is the greatest wealth we possess as human beings and as a community. Be it genetic, cultural, linguistic, generational, sexual or religious.
- 5) that the unjust division of riches and opportunities originates suffering and discrimination, hence needs to be addressed courageously at every decision-making and practical level—starting from the theme of labor—in order to achieve a fairer distribution among the women and men of our planet
- 6) that access to knowledge is a right of all and that traditional knowledge and skills must have the same dignity as academic learning. Only informed, mindful people can make well-pondered, well-reasoned free choices.
- 7) that our daily choices, starting from the table, can contribute to changing the world, and these small gestures that each of us makes several times a day are the first and most important instrument that Slow Food wants to implement.
- 8) that we work to ensure the future action of Slow Food extends this vision and these rights not just to human beings but to all living creatures.

Only by radically renewing the organization of Slow Food, only by making it more open and inclusive, and only by trying out new forms of aggregation, involvement and participation can we address the challenges that await us in the future in the best way possible and thwart those—the very few—who possess power and wealth and decide the fate of the world's food and of humanity itself.

They are giants but we are a multitude!

The Slow Food Foundation for Biodiversity hereby adopts the following Code.

¹ DECLARATION OF CHENGDU passed by the 400 delegates participating in the 7th Slow Food International Congress in Chengdu, China, September 29–October 1, 2017.

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1. Introduction

The Code of Ethics and Conduct of the Slow Food Foundation for Biodiversity is an integral part of the Organization, Management and Control Model drawn up in accordance with Italian Legislative Decree 231/2001. It sets out the rights, duties and responsibilities of the Foundation in regards to all stakeholders and the general interests of the Foundation itself.

The Slow Food Foundation for Biodiversity is aware that the adoption of a Code of Ethics and Conduct is of central importance to the proper running of its activities and to all the relationships that connect the various subjects that interact with the Foundation.

This code therefore aims to be not simply a list of duties, but a binding commitment to the Foundation's values and principles, of relevance to the daily actions of anyone in the world who operates in the name of and on behalf of the Foundation. All of these subjects commit to pursuing ethicality, fairness, honesty, respect for the dignity of people, inclusion, a rejection of inequalities, solidarity, transparency, peace, justice, gender equality and responsibility.

All employees and everyone who cooperates on carrying out the activities of the Slow Food Foundation for Biodiversity, whether administrators, members, suppliers, supporters or any other subject who interacts with the Foundation in any way, must be familiar with the Code of Ethics and Conduct and must contribute, within their individual scope, to its observance and application.

2. Who we are

Biodiversity is the diversity of life: of microorganisms, of plant and animal species, of ecosystems and of knowledge. It is wild, but also domesticated. Alongside the flora and fauna present in nature, the skill of generations of farmers has led to the development of thousands of plant varieties and animal breeds, whose shapes, colors, scents and flavors express the story of the place where they live.

Protecting biodiversity means respecting all diversities, whether of places, knowledge or cultures. It means cultivating many different things, but on a small scale. It means producing less, but giving more value to what is produced and not creating waste. It means eating mostly local food. It means promoting a system in equilibrium, one that is long-lasting and sustainable. It means protecting small-scale farmers, fishers and herders who understand the fragile balances of nature and operate in harmony with ecosystems.

Slow Food officially began working on agrobiodiversity in 1997, and in 2003 Slow Food and Slow Food Italy created the Slow Food Foundation for Biodiversity with the support of the Region of Tuscany. With its own statute, institutional structure and budget, the Slow Food Foundation is Slow Food's operational body delegated with protecting food biodiversity. It coordinates many of Slow Food's projects around the world, including the Presidia, the Ark of Taste, the Gardens in Africa, the Slow Food Cooks' Alliance and the Earth Markets. Active in over 100 countries, the Slow Food Foundation involves thousands of small-scale producers, providing them with technical assistance, training and communication. It also produces tools for the various projects (guidelines, protocols, educational manuals), researches topics linked to these projects (sustainable agriculture, raw milk, small-scale fishing, animal welfare, seeds, GMOs, etc.) and organizes training and communication activities to promote biodiversity-related issues within the association.

3. Subjects

This Code of Ethics and Conduct reflects the guiding principles of the Slow Food Foundation for Biodiversity and binds all those who perform functions of representation, administration or direction, in other words those who exercise, also de facto, management and control; all employees without exception; collaborators (including, for example, consultants, professionals, volunteers, etc.); subjects who use the Slow Food brand and anyone who maintains relationships of various kinds with the Foundation (hereinafter referred to as the "Subjects").

The Subjects must be familiar with the provisions of this Code of Ethics and Conduct and the employees of the Slow Food Foundation for Biodiversity are also required to actively contribute to its careful observance.

In particular, the members of the Foundation's management team and all individuals are obliged to be guided by the principles of the Code of Ethics and Conduct when setting objectives, proposing investments and carrying out projects and in any decision or action relating to the management of the Foundation. Equally, members and collaborators, when practically implementing the mission, must be inspired by the same principles, both internally, strengthening the cohesion and spirit of reciprocal collaboration, and in regards to third parties with whom the Foundation interacts.

To this end, this Code of Ethics and Conduct will also be shared with supporters, partners, suppliers, producers and anyone else who has a relationship with the Foundation, with the aim of disseminating this Code of Ethics and Conduct as widely as possible, including through the use of appropriate information, training and awareness-raising tools with regard to its content.

4. Vision and core values

Everyone has the right to good, clean and fair food and we will not give up the fight until every last person on this planet has access to it.

Good: Sensory quality, which trained, educated senses can recognize, results from the expertise of the producer, the choice of raw materials and production methods that do not alter the natural state of the product.

Clean: The environment must be respected through agricultural practices, animal husbandry, processing, marketing and sustainable consumption. Every stage in the agrifood chain, including consumption, must safeguard ecosystems and biodiversity, protecting the health of the consumer and the producer.

Fair: Social justice should be pursued by creating work conditions that respect human beings and their rights and that generate adequate compensation; by seeking balanced global economies; by practicing solidarity and by respecting cultural diversity and traditions.

The Slow Food Foundation for Biodiversity sees in good, clean and fair food for all an act of civilization, a tool for improving the current food system and a source of fascination, because behind every food lies producers, places, people, stories and skills.

Specifically, the Slow Food Foundation for Biodiversity works to **protect biological and cultural diversity** and encourage increasing numbers of producers to provide good, clean and fair food for all as well as educating people about choosing quality food.

5. Fundamental principles

In order to achieve its objectives, the Slow Food Foundation for Biodiversity takes inspiration from the following principles:

5.1 Not for profit

The Foundation's assets are used entirely to pursue the civic, solidarity and socially useful aims set out in the Statute, and therefore any direct or indirect form of distribution of profits is prohibited.

5.2 Respect for laws and regulations

The conduct of the Subjects, when carrying out activities in the Foundation's interest, must be guided by honest and legitimacy and be in accordance with the laws in force.

5.3 Ethicality, fairness, honesty, correctness and good faith

The Foundation's reputation is dependent on the conduct of all the subjects that interact with it and work for it. Every Subject must therefore commit to collaborating to legitimize a culture both internally and externally to the Foundation that is aimed at the pursuit of the Foundation's aims and the achievement of its purposes without at the same time prejudicing the well-being of the community in which it works.

Respect for the principles of ethicality, fairness, honesty and correctness has the purpose of protecting the good faith of all the Subjects and guaranteeing the Foundation's values.

The Subjects, within the scope of the various relationships established with the Foundation, must abstain from carrying out activities that are contrary to the Foundation's interests, with the awareness that pursuing the Foundation's interests can never in any way justify conduct contrary to the principles of the Code of Ethics and Conduct.

In carrying out activities, situations where the subjects involved in transactions have or could have a conflict of interest must absolutely be avoided. By conflict of interest we mean situations in which the Subject pursues an interest different from that of the Foundation or carries out activities that could in any way interfere with their capacity to make decisions in the exclusive interest of the Slow Food Foundation for Biodiversity.

All of the Foundation's activities and projects must be carried out with the maximum commitment, diligence and professionalism, in a spirit of mutual respect and collaboration. The Subjects are required to carry out their activities with a commitment suited to the responsibilities entrusted to them, protecting at all times the Foundation's image and reputation.

5.4 Democracy and participation, inclusion and reduction of inequalities

The Foundation protects and promotes democracy, participation, inclusion and the reduction of inequalities, as well as the safeguarding and protection of human rights , especially for the sectors of society that are often the most powerless, vulnerable and fragile (minors, the disabled, women, etc.). All the subjects that interact with the Foundation know that participation and inclusion are fundamental aspects that inspire

the Foundation. The Foundation is also committed to reducing the inequalities that make it impossible for many to access food. Food must not lose value, it must be inclusive and a primary right, and access to food must be guaranteed for each human being. Food demands respect, and for the Slow Food Foundation for Biodiversity access to food is the founding principle underpinning the food security of all peoples and even democracy itself.

5.5 Respect for the dignity of people and respect for gender equality

The Slow Food Foundation for Biodiversity protects and promotes the absolute value of people, who must not be discriminated against based on their age, sex, gender, sexual orientation, race, language, nationality, political and trade union opinions or religious beliefs.

The Foundation will work to ensure that space is always given to the best minds and the most willing people, through the removal of organizational and cultural obstacles and obstacles of any other kind that prevent everyone from enjoying equal opportunities for inclusion based on merit, irrespective of age, gender identity, sexual orientation, ethnicity, country of origin and religious or political beliefs.

Discrimination and harassment

The Slow Food Foundation for Biodiversity also commits to ensuring that authority is exercised with equity and fairness, avoiding every abuse of power. In particular, authority must never be transformed into the exercise of power that infringes the dignity and autonomy of employees and collaborators in a broad sense. Decisions regarding the organization of work must safeguard the value of employees and collaborators.

The Foundation works to ensure and protect the physical and professional integrity of its employees and collaborators, guaranteeing working conditions that respect individual dignity and safe and healthy workplaces. Requests or threats aimed at inducing people to act against the law and the Code of Ethics and Conduct or to act in a way that goes against individual convictions and moral and personal preferences will not be in any way tolerated.

5.6 Solidarity, peace and justice

The Foundation commits to following the principles of solidarity and fraternity, which stems from the awareness that we all belong to the wider human community. For this reason, we commit to fighting against any form of injustice and we strive to contribute, in whatever way we can, to pursuing peace, including through forms of solidarity towards the weakest members of society.

5.7 Mutual trust

The Foundation favors the establishment of relationships based on in-depth collaboration and mutual trust and encourages its employees and all the subjects who interact with it, including through specific projects, to propose their own ideas for the improvement of structures, processes and human resources, taking a long-term perspective.

5.8 Impartiality

In the management of its various activities and in all related decisions (including, for example, the management of employees and the organization of work, the selection and management of suppliers, relationships with the community and the institutions that represent it, etc.) the Subjects must operate with impartiality and in the best interests of the Foundation, making decisions with professional rigor and according to objective and neutral evaluation criteria.

5.9 Transparency and completeness of information

All work and professional activities, actions, operations, negotiations and, more generally, the conduct of the Subjects must be guided by a principle of maximum transparency.

The Subjects are required to provide transparent, truthful, complete and accurate information when managing collective activities.

The Slow Food Foundation for Biodiversity promotes and disseminates, at every level, a culture of individual responsibility and ethics, raising awareness among its employees about the relevance of the system of internal controls and respect for current legislation and internal procedures when carrying out their work activities.

5.10 Confidentiality

The Slow Food Foundation for Biodiversity ensures the confidentiality of information in its possession. Confidential data will only be used when express and conscious authorization has been given, and, in any case, always while rigorously observing the current legislation regarding personal data protection.

In the communication of confidential information to third parties, which is only permitted for official or professional reasons, the confidential nature of the information and the third party's requirement to also observe the duties of confidentiality must be expressly stated.

Nobody from among the employees and collaborators can benefit in any way, directly or indirectly, personally or financially, from the use of confidential information, nor can they communicate such information to others or recommend or induce others to use it.

The communication to third parties of information must be carried out only by authorized subjects and in any case in accordance with the Foundation's provisions.

The Foundation applies and constantly updates policies and procedures for the protection of information. Confidentiality is also guaranteed through appropriate measures for the protection of data stored on computers.

5.11 Responsibility to the community

The Foundation wants to operate with respect for local, national and international communities, supporting initiatives with a cultural and social value that improve the well-being of the community in general and protect common goods, linked in particular to the safeguarding and promotion of agrobiodiversity.

5.12 Diligence and spirit of collaboration

All Subjects must carry out their own activity with the diligence required by the nature

of the tasks and the functions exercised, making the utmost effort to achieve the objectives assigned to them and taking on the responsibilities due to them based on their duties.

Reciprocal collaboration between the subjects involved in any way on the same project is a fundamental principle.

5.13 Workplace safety and workers' health

The Slow Food Foundation for Biodiversity ensures working conditions that respect individual dignity and ensure safe and healthy workplaces, with respect for all current regulations regarding accident prevention and health and safety at work.

The Foundation strongly promotes a culture of safety and awareness of the risks linked to the work activities being carried out, requiring from everyone responsible behavior that respects the safety system in place and all the related procedures that form an integral part of it.

6. Rules of conduct

6.1 Relationships with third parties

Relationships with suppliers

The Foundation establishes relationships of collaboration with its suppliers, in respect of the current legislation and the principles of this Code of Ethics and Conduct, paying attention to the highest professional standards and the best practices in regards to ethics, health and safety protection and respect for the environment.

Relationships with producers

Relationships with the producers with whom the Foundation collaborates are based exclusively on criteria of merit and trustworthiness. Objective, impartial and comparable qualification and evaluation criteria are used, which reward those producers who carry out their activities with full respect for the principles of environmental and biodiversity protection.

Relationships with institutions

Relationships with public, national, EU and/or international institutions, as well as public officials or public service providers, in other words bodies, representatives, agents, spokespeople, members, employees or consultants providing public functions, must be guided by the most rigorous respect for the current legislative provisions. These relationships must be established exclusively with subjects authorized to do so. Relationships with judiciary authorities and public authorities in general must be based on the principles of accuracy, completeness and truthfulness.

Use of trademarks

Relationships with subjects such as cooks, restaurants, businesses, producers, supporters, sponsors and partners who use the Slow Food registered trademarks, whether the stylized snail or the name, and all related brands (for example, Terra Madre, the Ark of Taste, the Slow Food Presidia, Salone del Gusto, Cheese and Slow Fish) must be based on maximum collaboration and transparency, with the aim of benefitting all

parties.

Specific rules for the use of trademarks, brands and logos are set out in the Code of Use for Slow Food Trademarks.

Relationships with supporters

Relationships with supporters are based on transparent agreements and constructive dialog, with the aim of reaching common objectives, and contractual relationships are managed according to correctness and good faith, with respect for the shared values that underpin this Code of Ethics and Conduct.

In their relationships with funders, all Subjects are forbidden from giving, offering or promising money or other benefits or favors that could reasonably be interpreted as exceeding the normal practices of courtesy, or to exercise illegal pressure on public officials, public service providers or public administration managers, functionaries or employees, whether in Italy or abroad, in EU or international public bodies, or their families or partners.

Relationships with the press and communication media

Every external communication of documents and information regarding the Slow Food Foundation for Biodiversity or other entities related to the Foundation must respect the current laws, regulations and professional conduct practices. It is in any case forbidden to:

- communicate false or biased news regarding the Foundation or other stakeholders with whom there is interaction in carrying out activities.
- every form of pressure aimed at acquiring favorable coverage from communication/information media.

Relationships with supervisory bodies

The Foundation undertakes to guarantee the fullest collaboration with all supervision and control bodies, avoiding any obstructionist behavior, and to provide full collaboration according to the principles of transparency and information sharing. It is forbidden to supply false documentation or attestations of fact that are not truthful, to conceal information and to obstruct in any way the carrying out of control or auditing activities.

6.2 Internal relationships

Relationships with founding members

The Foundation recognizes the importance of its members as the foundational base of its operations and therefore guarantees consistency, quality and trustworthiness in the actions undertaken.

Relationships with volunteers

The Foundation recognizes that voluntary work is an asset for the entire organization and undertakes to encourage a volunteer culture, particularly among the younger generations.

Relationships with employees and collaborators

All employees and collaborators who have a working relationship with the Slow Food Foundation for Biodiversity, beyond the legal classification of the relationship and its duration, must pursue the Foundation's aims in accordance with the principles and values set out in this document.

The Foundation undertakes to ensure the right to privacy and its protection.

Protection of assets and resources

The assets and resources of the Foundation to which employees, at any level, have access to or have in their care must be used efficiently and in such a way as to protect their value, and exclusively with the aim of carrying out the Foundation's objectives and aims. Additionally, all employees are responsible for protecting these assets and resources against loss, theft and unauthorized use or disposal. Any use of said assets and resources that could be in conflict with the interests of the Foundation or which could be dictated by professional motives extraneous to the working relationship is forbidden.

6.2 Specific bans

The following are forbidden during the course of work activity and in workplaces:

- working while under the effects of the abuse of alcoholic substances, narcotic substances or substances with a similar effect.
- consuming or selling, for any reason, narcotic substances while working.
- holding pornographic material on computer or printed media at the premises of the Foundation or in any other place related to it, or disseminating such material through the website, email or publications produced or promoted by the organization.
- obtaining sexual favors in exchange for money or favors in kind whether in the workplace or in similar environments where personal conduct could create reputational damage for the Foundation.

7. Accounting

7.1 Traceability of activities carried out

For every operation carried out, the Subjects must keep appropriate documentation, with the aim of being able at any time to verify the motivations and characteristics of the operation.

The Foundation ensures an internal organization of the work that can guarantee an appropriate level of segregation of responsibilities, so that the implementation of every process requires the joint support of different organizational functions.

7.2 Money laundering

The Subjects must not, in any way and under any circumstances, be implicated in any events connected to the laundering of money coming from illicit or criminal activities.

Before establishing relationships or drawing up contracts with non-occasional suppliers and other partners, the Slow Food Foundation for Biodiversity and/or its employees and/or collaborators must ensure the moral integrity, reputation and good name of the other party.

The Foundation undertakes to respect all the regulations and provisions, both national and international, regarding money laundering.

8. Final provisions

8.1 Communication of the Code of Ethics

The Slow Food Foundation for Biodiversity commits to arranging, including via display on noticeboards accessible to all staff and publication in online resources and on the website, the fullest dissemination of the Code of Ethics. Additionally, it commits to imposing, with consistency, impartiality and uniformity, sanctions proportionate to violations that could occur, and in any case in accordance with the current provisions regarding the regulation of work relationships.

8.2 Disciplinary system and exclusion criteria

All employees and collaborators, if they are to become aware of suspected violations of this Code of Ethics and Conduct, must without delay inform the specially appointed contact person within the Foundation, verbally or in writing and in non-anonymous form. This person will proceed with the verification of the veracity of the suspected violations, where appropriate hearing from the person who made the report and/or the alleged offender.

Any violation of the provisions of the Code of Ethics and Conduct may constitute a breach of the obligations of the employment relationship and/or a disciplinary offense, in accordance with the procedures provided for by Art. 7 of the Workers' Statute and the applicable collective negotiation, with all legal consequences, including in regards to the preservation of the employment relationship, and may entail compensation for damages deriving from the same. The same disciplinary system and exclusion criteria will be applied to suppliers/external collaborators, leading to an interruption of the

collaboration relationship and potential compensation being due for damages.

8.3 Approval of the Code of Ethics and any modifications

The Code of Ethics and Conduct has been drawn up by the Board of Directors of the Slow Food Foundation for Biodiversity.

Any modifications and/or updates to the Code will be approved by the same body and promptly communicated to the Subjects with an integrated approach.

9. Supplementary documents

The Code of Ethics and Conduct is supplemented by the following documents, which can be viewed on the website www.fondazione Slow Food.com/en:

- Statute
- Code of Use for Slow Food Trademarks
- Social Report