

PREMISE

TALENTS IN MOTION is a non-profit association that is intended to:

- position Italy in the current scenario as a new centre of attraction for talent through an operational and system tool to be used alongside tax cuts,
- promote the sustainable development of Italian companies and SMEs through the recover of their competitiveness and the integration of Italian and foreign know-how,
- raise the profile of Italian excellences, SMEs and Made in Italy innovation.

To achieve its goals TALENTS IN MOTION will create a platform that connects the talent abroad with the Italian companies in a targeted manner. TALENTS IN MOTION is aimed at promoting the circulation of know-how and managerial skills between Italy and the rest of the world; increasing the competitiveness of companies at a global level and combining the specific skills of talents with international experiences with the solidity of local expertise.

This Code of Ethics has been adopted

to ensure that the ethical principles on the basis of which it operates are clearly highlighted as an essential foundation of the culture and the associative behavior.

The Code of Ethics contains the set of principles and ethical and conduct rules that each member and those who hold associative positions are required to observe and to which they must be inspired in the exercise of their activity.

Violation of the principles and rules contained in this Code of Ethics is sanctioned in the terms provided by the Statute.

FUNDAMENTAL PRINCIPLES

TALENTS IN MOTION ensures and promotes, internally and in all areas in which it operates, compliance with the laws and regulations in force.

Honesty, moral integrity and transparency are the fundamental principles of TALENTS IN MOTION.

The action of TALENTS IN MOTION and its partners is oriented to these principles, both in associative relationships and towards third parties.

MISSION

As responsible persons, organized to support TALENTS IN MOTION, our primary objective is to help TALENTS IN MOTION to achieve its goals indicated in the statute, asking for donations and other forms of financing and support.

RELATIONSHIPS WITH PARTICIPANTS

In the relationship with the community we intend to maintain professional and ethical relationships with: donors whose donations are entrusted to us; volunteers from whose help we depend; the staff responsible for their actions; the public, whom we serve.

RESPONSIBLE CIVIC SENSE

As responsible citizens of this community and of this nation, we support and respect the law, as well as all the rights and privileges granted by law to each citizen.

ETHICAL PRINCIPLES BEYOND THE LAW

We also recognize the value of a commitment to the application of ethical principles and human rights that can go beyond compliance with existing laws.

By way of example: the principles of autonomy, protection and protection of personal data; the service to the good; the beneficial intent; being truthful; keeping promises, transparency, fairness, loyalty to the purpose.

PUBLIC AND PRIVATE TRUST

In a pluralistic and democratic society, non-profit organizations exist in a variety of forms to serve the social, humanitarian and educational good of everyone.

For TALENTS IN MOTION which is dedicated to the pursuit of its aims, we have an extremely important fiduciary responsibility towards any subject who makes donations and provides services on our behalf.

The person has the ethical and legal right to the protection of personal privacy, based on the primary principle of respect. The organization guarantees privacy to the person, in order to safeguard the right against intrusions in the archives of donations and in confidential information, unless the person consents to reveal them.

At the same time, it is committed to ensuring public trust.

The publication of financial and non-financial data of the organization safeguards the public and the organization from conflicts of interest and from abuse or misuse of funds.

A thorough review of the sources and use of funds prevents harmful insinuations, such as the accusation that the "slush funds" are aimed at clandestine purposes.

Adopting a policy of correct information collection is a preventive measure, without which other kinds of inspections can be encouraged, such as the state ones.

FUND RAISING

While trying to raise funds, TALENTS IN MOTION collaborates with individuals, companies, foundations, and the public in general, to pursue and achieve its goals indicated in the associative statute.

INFORMATION MANAGEMENT

Represented by volunteers or by a staff of professionals, TALENTS IN MOTION guarantees its own and others' integrity in the use and management of information.

We are attentive and discreet when we learn about information. We believe that we can obtain their long-term support in this way.

We do this with sensitivity and respect for individual and corporate dignity, and we consider it confidential, unless the persons or organizations agreed to reveal them, personal or business data related to donations, personal identity and other information, whether archived or not.

CONFLICT OF INTEREST

As people hired or recruited for our availability, competence and effectiveness in the social field, we are committed to the transparency of our relationships. We set the long-term interests of the organization, the organization's members, and the profession before our personal interests.