



CODE OF ETHICS AND CONDUCT

for SLOW FOOD

Effective October 2021

SLOW FOOD

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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!

Slow Food 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 Slow Food 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 Association in regards to all stakeholders and the general interests of the Association itself.

Slow Food 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 Association.

This code therefore aims to be not simply a list of duties, but a binding commitment to Slow Food'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 Association. 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 Slow Food, whether administrators, members, suppliers, supporters or any other subject who interacts with the Association 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

Slow Food is an international, non-profit organisation founded in 1989 to combat the disappearance of food traditions and the spread of fast-food culture. Since then, Slow Food has grown to become a global movement involving millions of people in over 160 countries, working to ensure everyone can have access to good, clean and fair food. Slow Food is the umbrella organisation that steers the actions of the entire movement made of 2000 Convivia and Communities worldwide, around 800 in Europe.

Slow Food is guided by the belief that food plays a central role in our lives and is closely tied to agriculture, the environment, politics, and culture. Food as the fundamental right is linked to the defence of biodiversity and of the environment, to the right to land and water, to fair remuneration of producers, to the defence of local communities, their traditions, and their cultures. Slow Food's approach assumes that to avoid environmental collapse and climate change collapse, we need a paradigm shift away from the prevailing industrial food system to diversified sustainable food systems based on the right to food.

Slow Food strategic objectives are:

- support the transition towards sustainable and fair food systems, rooted in agroecology, through grassroots work;
- educate, inspire and mobilise people through the organisation of campaigns and educational activities in order to increase knowledge of the food system and awareness of the impact of food choices;
- influence public institutions and the private business sector in order to create policies and models that support fair and regenerative food systems.

3. Subjects

This Code of Ethics and Conduct reflects the guiding principles of Slow Food 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 Association (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 Slow Food are also required to actively contribute to its careful observance.

In particular, the members of the Slow Food'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 Association. 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 Association 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 Association, 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

Slow Food envisions a world where all people can eat food that is good for them, good for the people who grow it and good for the planet.

Our approach is based on a concept of food that is defined by three interconnected principles: **good, clean and fair.**

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.

Slow Food 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.

5. Fundamental principles

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

5.1 Not for profit

The Slow Food'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 Slow Food'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

Slow Food'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 Association that is aimed at the pursuit of the Association'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 Association's values. The Subjects, within the scope of the various relationships established with the Association, must abstain from carrying out activities that are contrary to the Association's interests, with the awareness that pursuing the Association'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 Association or carries out activities that could in any way interfere with their capacity to make decisions in the exclusive interest of Slow Food.

All of the Association'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 Association's image and reputation.

5.4 Democracy and participation, inclusion and reduction of inequalities

Slow Food 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 Association know that participation and inclusion are fundamental aspects that inspire the Association. The Association 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 Slow Food 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

Slow Food 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 Association 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

Slow Food 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 all actors involved, staff, collaborators and beneficiaries.

The Association works to ensure and protect the physical and professional integrity of its employees and collaborators, 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

Slow Food commits to following the principles of solidarity and sodality, 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

Slow Food 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 Association 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.

In managing all the above, the Subjects are required to provide transparent, truthful, complete and accurate information.

Slow Food 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

Slow Food 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 organization's provisions.

The Association 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

Slow Food 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

Slow Food 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 Association 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

Slow Food 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 and other actors of the food system

Relationships with producers and other actors of the food system with whom Slow Food collaborates are based exclusively on criteria of merit and trustworthiness. Objective, impartial and comparable qualification and evaluation criteria are used, which reward all those actors who carry out their activities with full respect for the principles of environmental and biodiversity protection, and of social justice.

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 Slow Food or other entities related to the Association must respect the current laws, regulations and professional conduct practices. It is in any case forbidden to:

- communicate false or biased news regarding Slow Food 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

Slow Food 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 members

Slow Food 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 of Slow Food Convivia, Communities

The Association 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 national associations

Slow Food recognizes the relevance of national associations and guarantees transparency, collaboration and trustworthiness in the relation with them.

Relationships with employees and collaborators

All employees and collaborators who have a working relationship with Slow Food, beyond the legal classification of the relationship and its duration, must pursue the Association's aims in accordance with the principles and values set out in this document. The Association undertakes to ensure the right to privacy and its protection.

Protection of assets and resources

The assets and resources of Slow Food 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 Association'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 Association or which could be dictated by professional motives extraneous to the working relationship is forbidden.

6.3 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 Association 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 Association.

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.

Slow Food 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, Slow Food and/or its employees and/or collaborators must ensure the moral integrity, reputation and good name of the other party.

The Association 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

Slow Food 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 must report any alleged violations to fairness@slowfood.it. The whistle-blower's identity will be kept confidential (subject to legal requirements) and the whistle-blower will be protected from retaliation. Every whistle-blower report is taken seriously and recorded in an internal incident register. Reports of suspected violations will be kept confidential to the maximum extent possible, consistent with the need to conduct a proper investigation. Depending on the nature of the allegation, an independent investigation team may be appointed.

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 Executive Committee of Slow Food.

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.slowfood.com:

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