



## Code of Conduct pursuant to art. 16 of Legislative Decree 39/2021

This Code of Conduct applies to:

- to all persons who represent and/or direct L'Orma SSD a rl
- to the relevant members;
- to their collaborators, whether paid or voluntary;
- and to any other individual or organization that has formal/contractual relations with L'Orma SSD a rl

### The commitments made

The Code of Conduct provides for the commitment to comply with the Organizational and Control Model adopted by resolution of the Sole Director on 08/30/2024 in order to:

- promote an **environment of openness to listening**, in relation to issues concerning their protection, to facilitate the exposure of problems and/or reports regarding discriminatory acts or alleged abuses;
- ensure the sharing and diffusion of a sense of common responsibility among staff members, in matters of discrimination, protection of children, girls and adolescents and adults;
- encourage minors to raise issues and concerns;
- make parents or guardians aware of the rights of children, girls and adolescents, what is acceptable or unacceptable and what to do if a problem arises;

**It is essential that the collaborators – voluntary and paid – and the managers of L'ORMA SSD a rl carry out activities aimed at:**

- adopt and implement zero-tolerance policies towards discrimination, including sanctions, and respect the principles of fair play and integrity;
- urge local, regional and national authorities to provide financial support to sports associations and clubs, particularly those located in disadvantaged neighbourhoods, and to promote educational sports projects;

**and - with particular reference to activities involving minors - adopt conduct aimed at:**

- enhance the abilities and skills of minors through participatory and inclusive teaching methods;
- respect the specific and individual times of auxological and psychosocial growth, learning and action;
- adopt educational behaviors in which every minor can positively build his or her own identity and self-esteem; can excel and make mistakes while still feeling valued; can take risks safely while enjoying the vertigo and pleasure of his or her own body in action;
- provide organizational and activity planning methods in which every minor can express his or her opinion and feel listened to when decisions are made that concern him or her;
- monitor the identification of situations that may pose risks to children, adolescents and adults and know how to manage them;
- organize work and the workplace in such a way as to minimize the risks of abuse and discrimination against individuals.

