



## Ethics

In our Group integrity and consistency in our values and behaviour are the foundations on which to build sustainability. Our Code of Conduct outlines our approach to managing compliance risks and sets the legal and ethical standards necessary to the successful running of our business and creation of long-term value.

### Contribution towards SDGs:



### Risks

- Reputational risk and loss of market share
- Compliance and sanctions risk
- Being directly or indirectly impacted by human rights abuse

### Opportunities

- Reinforce stakeholder trust through strong business ethics
- Maintain high reputation by avoiding non-compliance sanctions
- Increase awareness of importance of human rights within our bank and our customer base

### UniCredit's contribution towards SDGs - KPIs

Created the position of **Chief Ethics Officer (CEtO)** in order to increase **presidium and coordination** in the application and **monitoring of Ethics and Respect topics**



Issued **2 new global policies**: one against **harassment, sexual misconduct and bullying**, the other against **acts of retaliation**

Since the announcement, around **80 news** published **on Group Intranet** about **Ethics and Respect topics**, **1 news** every **two days**



Established the **Millennial Board** (composed by **colleagues aged between 22 and 32**) in order to raise awareness of **millennials' views** on banking topics and to explore innovative ideas and solutions