

CODE OF ETHICS OF THE PROFESSIONAL ASSOCIATION

"CARNIA FISHING GUIDE – GAME FISHING FVG"

PREAMBLE

This Code of Ethics is adopted by the Professional Association "Carnia Fishing Guide – Game Fishing FVG" (hereinafter "Association") in implementation of Article 13, paragraph 1, letter g), of the Articles of Association and in accordance with the principles of Law 14.1.2013 n. 4 ("Provisions regarding unorganized professions").

The Association, as a professional association representing the category of fishing guides and hunting guides, is inspired by the fundamental principles of the Constitution and in particular: the principle of freedom of economic initiative referred to in Article 41 of the Constitution; the principle of equality referred to in Article 3 of the Constitution; and the principle of protection of competition referred to in Article 117, paragraph 2, letter e), of the Constitution. The Association recognizes the value and social function of the professional activity of fishing and hunting guides as an expression of competence, professionalism, and qualified service to the community.

This Code of Ethics constitutes a self-regulatory tool of the Association pursuant to Art. 2 of Law 4/2013 and aims to:

- define the ethical principles and values that must inspire all those operating within the Association;
- establish clear and binding rules of behavior for members, corporate bodies, and collaborators;
- guarantee the professional and ethical quality of the associated fishing and hunting guides;
- protect clients, third parties, and the natural environment;
- preserve and enhance the image and reputation of the professional category and the Association.

The Code of Ethics is approved by the Assembly of members and can be modified using the same procedures provided for statutory amendments.

TITLE I - GENERAL PROVISIONS

ARTICLE 1 - SCOPE OF APPLICATION

The present Code of Ethics applies to:

- all members of the Association, without distinction between founding, ordinary, or honorary members;
 - members of corporate bodies (Board of Directors, President, Vice-President, Secretary, Board of Arbitrators, Control Body, Technical-Scientific Committee, Training and Updating Commission);
 - employees or self-employed workers of the Association;
 - collaborators of the Association in any capacity.
1. Each subject referred to in paragraph 1 is bound to comply with this Code as far as their competence is concerned and in relation to the functions performed.
 2. Acceptance of this Code of Ethics is a necessary condition for admission as a member, for assuming corporate offices, and for establishing employment or collaboration relationships with the Association.
 3. A copy of this Code is delivered to all subjects referred to in paragraph 1 at the time of admission, appointment, or hiring, and adequate publicity is provided through publication on the Association's website.

ARTICLE 2 - PURPOSES AND FUNDAMENTAL PRINCIPLES

1. This Code of Ethics aims to define the professional rules of conduct that members must adhere to in the exercise of the profession of fishing guide and hunting guide, in relationships with clients, other professionals, institutions, and the territory.
2. The Association monitors compliance with this Code through the Board of Arbitrators and other competent corporate bodies.
3. All subjects to whom this Code applies must base their conduct on the following fundamental principles:
 - **Legality:** respect for laws, regulations, and norms in force at national, regional, and local levels;
 - **Transparency:** clarity and completeness of information in dealings with clients, institutions, and the public;
 - **Impartiality:** absence of discrimination and prejudice in decisions and behaviors;
 - **Responsibility:** awareness of the consequences of one's actions and omissions;
 - **Integrity:** honesty, fairness, and consistency between declared principles and actual behaviors;

- **Professionalism:** competence, diligence, and continuous updating in the exercise of professional activity;
- **Competitive Loyalty:** respect for competition rules and prohibition of unfair commercial practices;
- **Environmental Sustainability:** protection and enhancement of the natural environment and natural resources;
- **Client Protection:** protection of the interests and safety of the client.

TITLE II - GENERAL DUTIES OF MEMBERS

ARTICLE 3 - COMPLIANCE WITH RULES AND REGULATIONS

1. All members are bound to respect:
 - national, regional, and local laws;
 - the Association's Articles of Association;
 - this Code of Ethics;
 - any internal regulations;
 - resolutions of corporate bodies;
 - regulations and provisions of public and private entities with which the Association has collaboration or convention relationships;
 - technical and safety standards related to fishing and hunting activities.
2. Members are required to know and constantly update themselves on the regulations governing fishing and hunting activities in the territories where they operate.
3. Members who carry out professional guiding activities must possess all authorizations, licenses, and qualifications required by law for the exercise of the activity.
4. Members may not carry out activities reserved by law for specific categories of subjects registered in professional registers or lists, in compliance with the provisions of Law 4/2013.

ARTICLE 4 - RESPECT FOR THE ENVIRONMENT AND THE TERRITORY

1. Members must respect the natural environment in its morphology and life forms, refraining from any behavior that could cause damage to ecosystems, fauna, flora, and the landscape.
2. Members must promote and practice sustainable behaviors aimed at the conservation and improvement of environmental conditions and the careful and rational use of natural resources.

3. Members who carry out fishing activities must respect and promote the practice of **catch & release**, except in cases where current regulations or fish management needs allow or require harvesting.
4. Members who carry out hunting activities must respect and promote balanced hunting management, based on fair, correct, and balanced harvesting from a selective perspective, in compliance with wildlife management plans and current regulations.
5. Members must respect the territories and their inhabitants, avoiding behaviors that could cause disturbance, damage, or prejudice to local communities.
6. Members must collaborate with the bodies responsible for the supervision and management of natural environments (forestry guards, fish guards, hunting guards, managers of protected areas, etc.).

ARTICLE 5 - RESPECT FOR PERSONS AND NON-DISCRIMINATION

1. Members must respect the dignity, rights, and freedom of all persons, without distinction of sex, age, race, ethnicity, language, religion, political opinions, personal, economic, and social conditions.
2. Any form of discrimination, harassment, physical or psychological violence against clients, colleagues, collaborators, third parties, and particularly toward people belonging to vulnerable categories (minors, the elderly, people with disabilities, people in conditions of economic or social fragility) is prohibited.
3. Members must pay particular attention to the protection of minors and people with disabilities, adopting all necessary measures to guarantee their safety and well-being during professional activities.
4. Members must promote equal opportunities and oppose any form of discrimination in access to professional services.

ARTICLE 6 - PROFESSIONAL LOYALTY AND COMPETITION

1. Members must maintain relationships with each other characterized by loyalty, collaboration, mutual respect, and professional fairness.
2. Members must make their experience and skills available to other members, favoring the professional growth of the category.
3. Any form of unfair competition between members is prohibited, including behaviors aimed at:
 - taking clients away from other members through unfair means;
 - denigrating the professional activity of other members;
 - spreading false or misleading information about other members;

- using confidential information acquired within the scope of association activities for competitive purposes.
4. Members must respect the rules of free competition, refraining from anti-competitive practices such as price-fixing agreements, market or client sharing, or other conduct prohibited by antitrust legislation.
 5. Disputes between members must be resolved primarily through dialogue and mediation, resorting to the Board of Arbitrators in cases where a direct agreement cannot be reached.

ARTICLE 7 - TRANSPARENCY AND HONESTY

1. Members must maintain transparent and honest behavior in relationships with the Association, other members, clients, collaborators, institutions, and all third parties.
2. Members must provide truthful, complete, and updated information in all professional communications.
3. Members must refrain from any fraudulent, deceptive behavior or behavior contrary to the principles of good faith and fairness.
4. Members must promptly report to the Association any situation of conflict of interest, real or potential, that could compromise the impartiality of their work.
5. In case of a conflict of interest, even potential, the person concerned must refrain from carrying out the activity or participating in decisions that could influence the impartiality of their work, giving timely communication to the competent body.

TITLE III - SPECIFIC DUTIES OF CORPORATE BODIES

ARTICLE 8 - GENERAL PRINCIPLES FOR CORPORATE BODIES

1. Members of corporate bodies must carry out their duties with:
 - **Diligence:** constant commitment and care in fulfilling their duties;
 - **Loyalty:** faithfulness to the interests of the Association and its statutory purposes;
 - **Integrity:** honesty and fairness in every decision and behavior;
 - **Impartiality:** absence of favoritism and discrimination;
 - **Transparency:** clarity and completeness in information to members and competent bodies;
 - **Efficiency:** ability to achieve objectives with the best use of available resources.

2. Members of corporate bodies must always act in the interest of the Association and its members, avoiding the pursuit of personal interests or those of third parties in conflict with association interests.
3. Members of corporate bodies must actively participate in the meetings of the bodies they belong to and must diligently fulfill the tasks entrusted to them.

ARTICLE 9 - DUTIES OF THE BOARD OF DIRECTORS AND ADMINISTRATORS

1. Members of the Board of Directors must manage the Association with the diligence required by the nature of the office and their specific skills.
2. Administrators must:
 - fulfill the duties imposed by law and the Articles of Association;
 - operate in an informed manner, acquiring all necessary information to make conscious decisions;
 - supervise the general trend of management and the adequacy of the organizational, administrative, and accounting structure of the Association;
 - immediately report situations that could put members and the Association in difficulty or compromise the entity's good reputation;
 - use their office exclusively to pursue association purposes and not for personal ends;
 - promote initiatives for the protection and enhancement of the professional category.
3. Administrators must refrain from participating in the discussion and voting on resolutions concerning their own interests or those of third parties with whom they have kinship relationships within the third degree or affinity within the second degree, or professional or business relationships.
4. Administrators who find themselves in a situation of conflict of interest, even potential, must give immediate communication to the Board of Directors, specifying the nature, terms, origin, and scope of the interest.

ARTICLE 10 - DUTIES OF THE PRESIDENT

The President, as the legal representative of the Association, must:

- represent the Association with dignity, fairness, and in respect of professional values;
- guarantee the correct functioning of corporate bodies;
- supervise compliance with the Articles of Association, this Code of Ethics, and resolutions of corporate bodies;
- promote the active participation of members in association life;

- maintain constructive relationships with institutions, public and private entities, and other professional organizations;
 - promote the recognition and enhancement of the profession.
1. The President must exercise their powers with balance and moderation, avoiding abuses and favoritism.

ARTICLE 11 - DUTIES OF THE SECRETARY AND TREASURER

The Secretary must:

- diligently take care of the keeping and updating of social books and the professional register;
 - guarantee the correctness and completeness of administrative and accounting documentation;
 - prepare the annual financial statements in accordance with legal and statutory provisions;
 - ensure transparency in the management of the Association's economic resources.
1. The Secretary, in the capacity of Treasurer, must manage the Association's economic resources with criteria of economy, efficiency, and transparency, in compliance with the prohibition of distribution of profits and statutory purposes.

ARTICLE 12 - DUTIES OF THE BOARD OF ARBITRATORS

Members of the Board of Arbitrators must:

- guarantee absolute impartiality and independence in the exercise of their functions;
 - maintain confidentiality on all information acquired in the exercise of their office;
 - ensure respect for the adversarial principle and the right of defense in disciplinary proceedings;
 - adequately motivate their decisions;
 - operate promptly in the resolution of disputes;
 - supervise compliance with this Code of Ethics.
1. Members of the Board of Arbitrators must refrain from examining disputes in which they have a personal interest or in which relatives within the third degree or in-laws within the second degree are involved.

ARTICLE 13 - DUTIES OF THE CONTROL BODY

The members of the Control Body, when provided for, must:

- supervise compliance with the law and the Articles of Association and respect for the principles of correct administration;

- supervise the adequacy of the organizational, administrative, and accounting structure and its concrete functioning;
 - promptly report to the Board of Directors and the Assembly any irregularities or criticalities found.
1. Members of the Control Body must maintain confidentiality regarding information acquired in the exercise of their functions and must refrain from using it for personal or third-party purposes.

ARTICLE 14 - GENDER BALANCE AND REPRESENTATION

1. The Association is committed to promoting gender balance, diversity, and inclusion in the composition of corporate bodies.
2. In appointing members of corporate bodies, the Assembly takes into account, compatibly with the applications submitted and in compliance with the principle of merit, the opportunity to guarantee balanced representation of gender, geographical origin, and professional experience.

TITLE IV - DUTIES OF PROFESSIONAL GUIDES

ARTICLE 15 - COMPETENCE AND PROFESSIONALISM

Members who carry out professional fishing or hunting guide activities must:

- possess adequate technical, naturalistic, and regulatory skills related to guiding activities;
 - maintain high decorum and reputation for the profession;
 - constantly update themselves on techniques, regulations, and professional best practices;
 - participate in training and updating courses organized by the Association or recognized by it;
 - achieve and maintain the certification of quality and professional qualification issued by the Association, according to the procedures provided for by the Articles of Association and internal regulations.
1. Guides must exercise their activity with competence, diligence, and in compliance with the ethical rules of the profession.
 2. Guides must refrain from exercising the activity in conditions that could compromise the safety of clients or the quality of service (e.g., adverse weather conditions, unfit health status, lack of adequate equipment).

3. Guides must maintain an adequate level of professional preparation through continuous training, in accordance with the provisions of Law 4/2013.

ARTICLE 16 - SAFETY AND RISK PREVENTION

1. Guides have the obligation to:
 - preventively assess the risks connected to the activity to be carried out, taking into account environmental conditions, weather, and the characteristics of the clients;
 - inform clients about the specific risks of the activity and the safety measures to be adopted;
 - verify the physical and psychological fitness of clients with respect to the proposed activity;
 - adopt all necessary measures to prevent dangerous situations for clients, themselves, and third parties;
 - obtain adequate insurance coverage for civil liability toward third parties and for accidents.
2. Guides must equip themselves with and have available:
 - an adequately supplied first aid kit;
 - means of communication to alert rescue services in case of emergency;
 - safety equipment appropriate to the activity carried out (life jackets, personal protective equipment, etc.).
3. Guides must possess basic training in first aid and know the emergency procedures applicable in the territories in which they operate.
4. During activities, guides must be able to:
 - constantly assess the safety of the group and individual components;
 - make timely decisions in case of dangerous situations, even interrupting the activity if necessary;
 - act as a liaison with rescue services in case of emergency.

ARTICLE 17 - DUTIES OF RESCUE AND ASSISTANCE

1. Guides have the obligation to provide help and rescue to their clients, colleagues, and third parties in case of need or dangerous situations.
2. In case of an accident or illness of a client or third party, the guide must:
 - immediately provide first aid, within the limits of their skills;
 - promptly alert emergency services;

- collaborate with rescuers by providing all useful information;
 - inform the Association of the occurrence.
3. The guide must not abandon clients in situations of difficulty or danger.

ARTICLE 18 - RELATIONSHIPS WITH CLIENTS

1. Guides must maintain relationships with clients characterized by fairness, professionalism, respect, and courtesy.
2. Guides must:
 - provide clients with clear, complete, and truthful information on the services offered, costs, contractual conditions, and risks of the activity;
 - respect commitments made to clients in terms of schedules, programs, and performance;
 - refrain from unfair, deceptive, or aggressive commercial practices, in compliance with the Consumer Code;
 - protect the privacy of clients, refraining from disclosing personal information without their consent;
 - professionally manage any complaints or disputes, seeking constructive solutions.
3. Guides must refrain from behaviors that could harm the dignity or rights of clients, including discriminatory, harassing, or offensive behaviors.
4. Guides must adapt their language and behavior to the context and characteristics of the clients, with particular attention in the presence of minors.
5. Guides must provide clients with transparent information about their titles, qualifications, and professional skills, avoiding attributing to themselves qualifications not possessed or creating unfounded expectations.

ARTICLE 19 - LOYALTY TO THE ASSOCIATION AND COLLEAGUES

1. Guides must maintain loyal and fair behavior toward the Association, colleagues, and clients.
2. Guides who carry out activities on behalf of third-party clients (public entities, tour operators, agencies, etc.) must:
 - maintain loyal and fair behavior toward the client;
 - avoid personal sponsorships or promotions of competing activities during the performance of the service;
 - respect the contractual agreements stipulated by the Association with the clients.

3. Guides must enhance their belonging to the Association in relationships with clients, promoting the image and reputation of the professional category.
4. Guides must report to the Association any unfair or illicit behavior of other members or third parties that could damage the image or interests of the Association or the professional category.

ARTICLE 20 - COMBATING ILLICIT ACTIVITIES

1. Guides commit to combating all activities related to fishing and hunting that involve situations of:
 - deception or fraud;
 - poaching;
 - violation of regulations on the protection of fauna and flora;
 - animal mistreatment;
 - damage to the environment.
2. Guides have the obligation to:
 - report to the competent authorities (forestry guards, fish guards, hunting guards, law enforcement) any illicit activities they become aware of;
 - not collaborate with subjects who practice illicit activities;
 - report to the Board of Arbitrators any illicit behavior of other members.
3. Guides must promote behaviors respectful of regulations and the environment among clients, educating them on sustainable fishing and hunting.

TITLE V - TRAINING AND UPDATING

ARTICLE 21 - OBLIGATION OF CONTINUOUS TRAINING

1. All members who carry out professional guiding activities are required to participate, unless there is a justified reason, in training and updating courses organized by the Association or recognized by it, in accordance with the provisions of Law 4/2013.
2. Participation in updating courses is a necessary condition for maintaining the certification of quality and professional qualification.
3. The Board of Directors, on the proposal of the Training and Updating Commission, establishes:
 - the minimum frequency of updates (at least every two years);
 - the minimum content of the updating courses;
 - the methods for verifying actual participation;
 - the consequences of non-participation.

4. The contents of the updating courses must concern:
 - current regulations regarding fishing and hunting;
 - guiding techniques and group management;
 - safety and first aid;
 - environmental protection and sustainability;
 - professional ethics and this Code of Ethics;
 - relational and communicative skills with clients.
5. The list of guides possessing updated quality and qualification certification is published on the Association's website and constitutes a guarantee for clients of the professionalism and reliability of associated guides.

ARTICLE 22 - SAFETY TRAINING

1. The Association provides, if the Board of Directors deems it necessary, for the training of members in safety matters, organizing specific courses on:
 - first aid;
 - emergency management;
 - risk prevention in outdoor activities;
 - use of safety equipment.
2. Members who carry out guiding activities are required to participate in safety training courses organized by the Association.

TITLE VI - PRIVACY PROTECTION AND CONFIDENTIALITY

ARTICLE 23 - PROTECTION OF PERSONAL DATA

1. All subjects to whom this Code applies must comply with current legislation on personal data protection (EU Regulation 2016/679 and Legislative Decree 196/2003 as modified by Legislative Decree 101/2018).
2. Personal data of members, clients, collaborators, and third parties must be:
 - collected and processed in a lawful, fair, and transparent manner;
 - collected for specified, explicit, and legitimate purposes;
 - adequate, relevant, and limited to what is necessary in relation to the purposes of the processing;
 - kept in a form which permits identification of data subjects for no longer than is necessary;
 - processed in a manner that ensures appropriate security.

3. Members and members of corporate bodies must refrain from disclosing to unauthorized third parties personal data they become aware of in the exercise of their functions.
4. Guides must protect the privacy of clients, refraining from disclosing personal information, images, or videos without their explicit consent.

ARTICLE 24 - CONFIDENTIALITY

1. Members of corporate bodies, members, and collaborators must maintain confidentiality on all sensitive information they become aware of in the exercise of their functions or activities.
 2. Confidential information includes, by way of example but not limitation:
 - personal data of members, clients, and collaborators;
 - economic and financial information of the Association;
 - strategies and projects of the Association;
 - resolutions of corporate bodies not yet made public;
 - information acquired during disciplinary proceedings.
 3. The obligation of confidentiality remains even after the termination of the association relationship, social office, or employment or collaboration relationship.
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TITLE VII - RESOURCE MANAGEMENT AND TRANSPARENCY

ARTICLE 25 - MANAGEMENT OF ECONOMIC RESOURCES

1. The Association's economic resources must be managed with criteria of:
 - **Economy:** efficient use of resources for the achievement of association purposes;
 - **Transparency:** clarity and completeness in reporting;
 - **Legality:** respect for fiscal and accounting rules and the prohibition of distribution of profits.
2. Use of Association resources for personal purposes or those unrelated to statutory purposes is prohibited.
3. All expenses incurred on behalf of the Association must be adequately documented and reported.

ARTICLE 26 - PROHIBITION OF DISTRIBUTION OF PROFITS

1. The distribution, even indirect, of profits, operating surpluses, funds, and reserves to members, administrators, workers, and collaborators is prohibited.
2. Indirect distribution of profits includes, among other things:

- the payment of disproportionate compensation to administrators;
 - the payment of excessive wages to workers;
 - the purchase of goods or services at prices higher than market value;
 - the sale of goods or services at more favorable conditions than market conditions to members, administrators, or their relatives.
3. All subjects to whom this Code applies must refrain from behaviors that could constitute indirect distribution of profits.

ARTICLE 27 - TRANSPARENCY AND REPORTING

The Association guarantees the transparency of its activity through:

- publication of the annual financial statements on the website;
 - publication of the Articles of Association, this Code of Ethics, and any internal regulations;
 - periodic information to members on the progress of activities;
 - publication of the list of guides possessing quality certification;
 - publication of the information provided for by Law 4/2013.
1. Members have the right to access social books and Association documentation according to the procedures provided for by the Articles of Association.

TITLE VIII - COMMUNICATION AND IMAGE OF THE ASSOCIATION

ARTICLE 28 - PROTECTION OF IMAGE AND REPUTATION

1. All subjects to whom this Code applies must contribute to preserving and enhancing the image and reputation of the Association and the professional category.
2. It is prohibited to:
- make public statements harmful to the image of the Association, the professional category, or its members;
 - use the name, logo, or denomination of the Association for personal purposes or those unrelated to statutory purposes without authorization from the Board of Directors;
 - spread false or misleading information about the Association, its activities, or its members.
3. Public statements in the name of the Association can be issued exclusively by the President or by subjects expressly delegated by him.

4. Members must refrain from behaviors, even outside professional activity, that could cause serious prejudice to the image and reputation of the Association or the professional category.

ARTICLE 29 - ADVERTISING AND PROFESSIONAL INFORMATION

1. Members may provide information to the public about their professional activity in compliance with the principles of truth, transparency, fairness, and non-deceptiveness.
2. Professional information must be:
 - truthful and verifiable;
 - complete and not misleading;
 - respectful of professional dignity;
 - compliant with rules regarding advertising and commercial practices.
3. It is prohibited to:
 - attribute to oneself titles, qualifications, or skills not possessed;
 - use emphasizing, superlative, or suggestive expressions that could generate unfounded expectations;
 - denigrate other professionals or professional categories;
 - make direct comparisons with other specifically named professionals.
4. Members must indicate in their professional communications their membership in the Association and any possession of the quality certification issued by the Association.

ARTICLE 30 - USE OF SOCIAL MEDIA AND ONLINE COMMUNICATION

1. Members who use social media and other online communication tools to promote their professional activity or to communicate on topics inherent to the Association must:
 - respect the principles of fairness, truthfulness, and respect for people;
 - refrain from offensive, discriminatory, or harmful statements toward the dignity of others;
 - not disclose confidential information or personal data without consent;
 - specify, when appropriate, that the opinions expressed are personal and do not necessarily represent the position of the Association.
2. Use of the Association's logo and denomination on social media and personal websites must be preventively authorized by the Board of Directors.
3. Members must report to the Board of Directors any online content harmful to the image of the Association, the professional category, or its members.

ARTICLE 31 - RELATIONSHIPS WITH THE MEDIA

1. Relationships with the media (press, television, radio, web) are managed by the President or by subjects delegated by him.
2. Members who are contacted by the media to make statements about the Association or its activities must:
 - promptly inform the President;
 - limit themselves to providing information of a general and public nature;
 - refrain from making statements on controversial issues or ongoing proceedings without authorization from the Board of Directors.

TITLE IX - RELATIONSHIPS WITH INSTITUTIONS AND THE TERRITORY

ARTICLE 32 - COLLABORATION WITH AUTHORITIES

1. The Association and its members must collaborate with the competent public authorities (forestry guards, fish guards, hunting guards, law enforcement, managers of protected areas, local administrations, etc.) in respect of their respective competences.
2. Members must:
 - provide the authorities with all information and documentation requested in the exercise of their functions;
 - report to the competent authorities any violations of regulations they become aware of;
 - refrain from obstructionist or non-collaborative behaviors toward the authorities.
3. In case of checks or inspections by the authorities, members must maintain a collaborative and respectful attitude.

ARTICLE 33 - PROMOTION OF THE TERRITORY AND THE PROFESSION

The Association and its members commit to promoting the territory in which they operate, enhancing its natural, cultural, and tourist resources. Members must:

- contribute to the dissemination of a culture of respect for the environment and sustainability;
- participate, when possible, in initiatives for the protection and enhancement of the territory;
- collaborate with local communities and other professional organizations present in the territory;

- promote the recognition and enhancement of the profession of fishing guide and hunting guide.
1. Guides must provide clients with information about the territory, its history, its culture, and its peculiarities, contributing to the promotion of responsible and sustainable tourism.
 2. The Association promotes initiatives aimed at the regulatory recognition of the profession and the protection of the category's interests.

TITLE X - VIOLATIONS AND DISCIPLINARY PROCEEDINGS

ARTICLE 34 - TYPES OF VIOLATIONS

Violations of this Code of Ethics are classified as:

- **Minor violations:** behaviors that, while constituting non-compliance with the Code, do not cause significant damage to the Association, members, clients, or third parties;
 - **Medium violations:** behaviors that cause damage to the Association, members, clients, or third parties, or that harm the image and reputation of the Association or the professional category;
 - **Serious violations:** behaviors that cause serious damage to the Association, members, clients, or third parties, or that seriously harm the image and reputation of the Association or the professional category, or that constitute a crime.
1. The following constitute, by way of non-exhaustive example, **minor violations**:
 - failure to participate, without justified reason, in meetings or association activities;
 - delay in submitting documentation requested by the Association;
 - minor unfair behavior in relationships with other members.
 2. The following constitute, by way of non-exhaustive example, **medium violations**:
 - repeated failure to participate in mandatory updating courses;
 - violation of confidentiality obligations regarding non-sensitive information;
 - unfair behavior in relationships with clients that has not caused significant damage;
 - failure to report conflict of interest situations;
 - dissemination of untruthful or misleading professional information.
 3. The following constitute, by way of non-exhaustive example, **serious violations**:
 - violation of regulations regarding fishing and hunting;

- behaviors that endanger the safety of clients or third parties;
- fraud, deception, or poaching;
- violation of the prohibition on the distribution of profits;
- use of Association resources for personal purposes;
- disclosure of highly sensitive confidential information;
- discriminatory, harassing behavior or behavior harmful to the dignity of persons;
- unfair competition toward other members;
- public statements seriously harmful to the image of the Association or the professional category;
- commission of crimes related to professional activity;
- unauthorized exercise of activities reserved for regulated professions.

ARTICLE 35 - DISCIPLINARY SANCTIONS

1. The disciplinary sanctions applicable in case of violation of this Code are:
 - **Verbal warning:** for minor violations;
 - **Written warning:** for repeated minor violations or for medium violations;
 - **Suspension from the list of qualified guides:** for serious or repeated medium violations, for a period of one to six months;
 - **Suspension of membership rights:** for serious violations, for a period of one to twelve months;
 - **Expulsion from the Association:** for very serious violations or for repeated serious violations.
2. Sanctions must be proportionate to the gravity of the violation, taking into account:
 - the extent of the damage caused;
 - the degree of fault of the offender;
 - any recurrence of previous violations;
 - any spontaneous repair of the damage.
3. The verbal warning is ordered by the President or the Board of Directors and does not require the activation of formal disciplinary proceedings.
4. The written warning is ordered by the Board of Directors, following a hearing with the interested party.

5. The sanctions referred to in letters c), d), and e) of paragraph 1 are ordered by the Assembly of members, upon the proposal of the Board of Arbitrators, at the end of the disciplinary proceeding referred to in Article 36.
6. In the application of sanctions, the principle of gradualness must be respected, prioritizing, where possible, corrective and proportionate measures to the gravity of the conduct, also with an educational and preventive function.

ARTICLE 36 - DISCIPLINARY PROCEEDING

1. The disciplinary proceeding can be initiated:
 - on the initiative of the Board of Directors;
 - upon reporting by one or more members;
 - upon reporting by clients or third parties;
 - on the initiative of the Board of Arbitrators.
2. The disciplinary proceeding is divided into the following phases:
 - **a) Notification:** the Board of Arbitrators, having received the report or on its own initiative, notifies the interested party in writing of the facts alleged against them, indicating the rules of the Code of Ethics believed to have been violated;
 - **b) Adversarial phase:** the interested party is invited to submit written defensive briefs within thirty days of receiving the notification. The interested party may request to be heard personally by the Board of Arbitrators;
 - **c) Inquiry:** the Board of Arbitrators acquires all elements useful for the decision, hearing any witnesses and acquiring documentation;
 - **d) Decision:** the Board of Arbitrators, having evaluated all acquired elements and the defensive briefs of the interested party, drafts a final report with a reasoned proposal for a sanction or dismissal;
 - **e) Resolution:** the report of the Board of Arbitrators is transmitted to the Assembly of members, which resolves on the application of the proposed sanction or the dismissal of the proceeding.
3. The disciplinary proceeding must conclude within ninety days of the notification, except for proven investigative needs that justify its extension.
4. In cases of particular gravity and urgency, the Board of Directors may order the precautionary suspension of the interested party from the list of qualified guides or from membership rights, pending the conclusion of the disciplinary proceeding. The precautionary suspension cannot exceed sixty days.

5. The interested party has the right to access all acts of the disciplinary proceeding and to submit briefs and documents at every stage of the proceeding.
6. The resolution of the Assembly applying the sanction must be reasoned and must be communicated in writing to the interested party within fifteen days.
7. The disciplinary proceeding must be carried out in compliance with the principles of impartiality, adversarial process, proportionality, and reasonableness. Every decision must be adequately reasoned with reference to the facts ascertained and the rules of this Code.

ARTICLE 37 - SIMPLIFIED PROCEDURE FOR USER REPORTS

1. In the case of reports by users or clients that do not concern serious violations, the Board of Arbitrators may independently adopt a written or verbal warning, without activating the formal disciplinary proceeding referred to in Article 36.
2. The Board of Arbitrators must nonetheless guarantee an adversarial hearing with the interested party before adopting the warning.
3. The warning adopted by the Board of Arbitrators is communicated to the Board of Directors and the interested party.
4. In case of serious violations reported by users or clients, the Board of Arbitrators activates the formal disciplinary proceeding referred to in Article 36.

ARTICLE 38 - APPEAL AGAINST SANCTIONS

1. Against the sanctions referred to in Article 35, paragraph 1, letters c), d), and e), the interested party may submit an appeal to the subsequent Assembly, which resolves definitively.
2. The appeal must be submitted in writing to the Board of Directors within thirty days of the communication of the sanction and must contain the reasons of fact and law on which it is based.
3. The Assembly resolves on the appeal after hearing the interested party and acquiring the opinion of the Board of Arbitrators.
4. The resolution of the Assembly on the appeal is final.

ARTICLE 39 - REPORTING TO AUTHORITIES

1. In case of violations that constitute a crime or involve serious violations of regulations regarding fishing, hunting, environmental protection, or safety, the Board of Arbitrators may submit the case to the competent authorities (law enforcement, judicial authority, administrative authorities).

2. Reporting to the authorities does not preclude the conduct of internal disciplinary proceedings.

TITLE XI - FINAL PROVISIONS

ARTICLE 40 - INTERPRETATION AND INTEGRATION

1. The interpretation of this Code of Ethics falls to the Board of Arbitrators, which may be consulted by members, corporate bodies, or the Board of Directors for clarifications or opinions.
2. In case of gaps or interpretive doubts, reference is made to the general principles of the Association's Articles of Association, Law 4/2013, and the legal system.

ARTICLE 41 - AMENDMENTS AND UPDATES

1. This Code of Ethics may be modified by the Assembly of members according to the procedures provided for statutory amendments.
2. The Board of Directors, upon proposal by the Board of Arbitrators or the Technical-Scientific Committee, may submit proposals for modification or integration of the Code to the Assembly.
3. The Code of Ethics is subject to periodic review, at least every five years, to verify its adequacy with respect to the evolution of regulations and professional best practices.

ARTICLE 42 - PUBLICITY AND DISSEMINATION

1. This Code of Ethics is published on the Association's website and is freely consultable by anyone, in accordance with the provisions of Art. 2 Law 4/2013.
2. A copy of the Code is delivered to all members at the time of admission and to all members of corporate bodies at the time of appointment.
3. The Association promotes the knowledge and application of the Code through:
 - dedicated training activities;
 - periodic meetings with members;
 - informational and educational materials.

ARTICLE 43 - MONITORING AND ANNUAL REPORT

1. The Board of Arbitrators monitors the application of this Code of Ethics and presents an annual report to the Assembly on the activity carried out, containing:
 - the number and type of reports received;
 - the number and type of disciplinary proceedings initiated and concluded;
 - the sanctions applied;
 - any criticalities found and proposals for improvement.

2. The report of the Board of Arbitrators is published on the Association's website, respecting the privacy of the interested parties.

ARTICLE 44 - ENTRY INTO FORCE

1. This Code of Ethics enters into force from the date of approval by the Assembly of members.
2. From the same date, any previous code of ethics or disciplinary regulation of the Association ceases to have effect.
3. Disciplinary proceedings ongoing at the date of entry into force of this Code are concluded according to the pre-existing provisions.