



IAG Charter of Values

The purpose of this Charter of Values is to introduce and disseminate the founding principles of Italian Angels for Growth (IAG). The Charter aims to align IAG's commitment to respecting the rights of people, the environment and the community with the way each partner, entrepreneur and team member interacts internally and with the stakeholders in the ecosystem.

*IAG members acknowledge and commit to adopting behaviors within the association context that are consistent with the following **Values** and in line with the **Code of Conduct**.*

1. **Diversity**

Diversity is understood as a source of cultural, intellectual exchange and enrichment and as an engine for development. The pursuit of diversity is linked to the added value that each associate cultural background brings to the association. Diversity is richness for IAG, which seeks to enhance the experiences of individuals as much as possible to support the entrepreneurs of tomorrow, without any kind of discrimination.

2. **Integrity**

All ethical, responsible and transparent behavior of people within the association is driven by the value of integrity. Integrity, as well as respect, promotes within IAG an environment based on fairness and respect for shared values. The association's way of acting is in line with the ethical and moral principles it espouses with those with whom it interacts on a daily basis and is one of the cornerstones on which to build the association's reputation.

3. **Sustainability**

IAG recognizes the indispensability of sustainability for long-term value creation and promotes investments in companies that take ESG factors into account. Within IAG and in relation to portfolio startups, sustainability represents a constant opportunity for improvement in mitigating execution risks and protecting the environment. The association's commitment to promoting sustainability is defined within the "ESG Investment Policy."

4. **Honesty**

Honesty and fairness are promoted as cornerstones of the association. Attention to stakeholders, acting in a transparent and trustworthy manner, and respect for individuals and commitments made are some of the ways through which IAG operates.

5. **Passion**

Motivation and responsibility are driven by the passion of each individual in the association. Passion is the mechanism that gives the input to take action, and for IAG it is of paramount importance to achieve goals both professionally and socially.

6. **Responsibility**

IAG is committed to the protection of the interests, expectations, and freedoms of stakeholders inside and outside the association, and works to ensure that commitments are met and solutions of professional competence are provided. IAG's commitment and responsibility is directed to all stakeholders of the association. Stakeholders take their commitments seriously and are accountable for their actions and results.

7. **Transparency**

Clear, simple and timely communication supported by intellectual honesty is promoted, both within the association and with stakeholders. Information is continuously shared so that all stakeholders can be kept up-to-date on management, any changes, initiatives and achievements. The dissemination of knowledge as an asset of the association, while maintaining the utmost protection of the privacy.

