



## **CHARTER OF VALUES**

“This wonderful night will give us the colours for our crest: Black and blue against a backdrop of gold stars. It will be called Internazionale, because we are brothers of the world.”

Giorgio Muggiani, 9<sup>th</sup> March 1908

Inter Campus was founded, from the very outset, with the aim to express the Club’s ethical spirit, and today it has become an actual Corporate Social Responsibility Programme.

### **The Mission**

Since 1997, Inter Campus has been organising flexible and long-term social and cooperation projects in various countries around the world. Owing to the support of local operators, it uses the game of football as an educational tool in order to restore the right to play to needy children aged 6 to 13.

### **Why a Charter of Values**

Inter Futura decided to adopt a Charter of Values with the aim to formalise, consolidate and make known the values which inspired - and continue to inspire - those who work for Inter Campus daily all over the world.

Embracing Inter’s founding legacy, Inter Campus collaborates with subjects, in any part of the world, with the aim to create life conditions in which desires and humanity can become reality for all. Inter Campus also collaborates with those who live in situations which are different and more difficult than ours.

The Charter of Values, therefore, identifies principles, guidelines and behaviours with which all those collaborating with Inter Campus must comply while respecting its values.

The Charter of Values is addressed to Administrators, personnel and collaborators, local Partners, Institutional or Business Partners and children participating in our projects.

### **Who we are – Our history**

In February 1995, the Moratti took control of Internazionale Milano FC again. In 1996, Inter Futura Srl was established, owned entirely by FC Internazionale Milano S.p.a. which, on behalf of Inter, started to manage the social programme Inter Campus, launched officially in Brazil in 1997. Since 2006, Inter Futura has been devoted specifically and exclusively, always on behalf of Inter, to managing, consolidating and developing Inter Campuses all over the world.



### **Inspiring principles**

#### *Promotion of football and of the right to play*

Inter Futura promotes the Game of Football as a right for every single child. It is a moment in which children develop their personality and their natural inclination for playing. It provides an opportunity for aggregation, socialisation, healthy grow and education.

#### *Training of local personnel*

Inter Futura promotes the collaboration and integration with local associations identifying in their personnel essential elements for the implementation of its programme. In particular, Inter Futura is involved in training local educators and coaches from a technical and human point of view as they have a direct and constant contact with children.

#### *Supporting the local organizational partners' social aims*

Sharing the local partners' aims is an essential element for a harmonious and effective development of Inter Campus's projects.

#### *Paying attention to children's schooling and education*

Inter Futura collaborates with local Partners in order to sensitize children and their families concerning the importance of schooling and education as essential elements for the development of a child's personality. Moreover, these are basic elements towards which all other valuable components converge: health, integration, good manners, etc.

#### *Involvement of families, as well as local and international institutions*

It is Inter Futura's belief that local families and communities are essential for the success of Inter Campus's projects. Therefore, it often asks for the collaboration of local and/or international institutions in order to create the best conditions possible for the development of the various projects.

#### *Enhancement of poor areas*

Inter Futura intervenes in needy and often forgotten realities trying to contribute to their requalification by developing its projects and supporting consistent local initiatives, by making its principles widespread and by distributing its black and blue shirts, a symbol of belonging to the Inter Campus family..

#### *Respect for traditions, culture and local mentality*

Inter Futura believes that the outcomes of Inter Campus's projects mainly depend on knowing and respecting local traditions, culture and mentality, in a continuous and mutual exchange of information and ideas with local collaborators.



### **Collaboration with partners**

Inter Futura works with local partners (non-profit organisations, non-profit sports associations, municipalities, etc.) in order to carry out the aims of the single projects. It also collaborates with business and institutional partners so that they can help and support Inter Campus's projects through best practices while being satisfied for their involvement.

Inter Futura acknowledges its Mission and requires the Addressees of the Charter of Values to maintain a conduct based on ethical integrity and moral fairness.

To said end, the Addressees, without distinctions or exceptions, conform their actions and their behaviours to the principles and contents present in the Charter of Values within the ambit of their functions and responsibilities. At the same time, they are aware that the compliance with said Charter constitutes a binding and essential element for the outcome of Inter Campus's projects as well as for the commitments undertaken by all participants.

Inter Futura organises and develops its activities in the utmost transparency, honesty, fairness and good faith. Likewise, all Addressees must act with fairness, diligence, loyalty and integrity towards all the subjects with whom they enter into contact while carrying out their activities, whoever these subjects may be: children, educators and coaches, international institutions, local Partners, organizational and business Partners.

Inter Futura fights against all forms of racial, gender and religious discriminations, as well as any form of discrimination due to geographical or linguistic origins.

Inter Futura's founding element consists in the acknowledgment and protection of human dignity, freedom and equality among all human beings.

Inter Futura is aware that its image and reputation is closely connected to the implementation of the Charter of Values as well as to the behaviour of those who carry out Inter Campus's projects.

### **Children, Educators and Coaches**

Inter Campuses are designed for *Children, their Educators and Coaches*. The latter pay particular attention to the former's growth and learning of behavioural values and positive attitudes such as aggregation, commitment, fair play, loyalty, respect of rules, of playmates, of adults and of opponents.

All Partners are obliged to look after the minors who participate in Inter Campuses and teach them our fundamental and founding principles.

Relationships with the kids must be totally transparent, in compliance with the principles stated in this Charter of Values and in particular in total respect of the guiding moral rules. No form of abuse on children is tolerated, neither psychological nor physical. Therefore, whoever does not comply with said rules, shall be immediately removed from the programme.



Any dangerous situations shall be promptly isolated and condemned.

Inter Futura firmly believes that it is important to protect the health of those who participate in the programme. Therefore, it is fundamental to contribute in educating children as regards risks connected to a sedentary lifestyle, unhealthy diets and the use of harmful and illicit substances.

### **Personnel and Collaborators**

Inter Futura acknowledges that its *Personnel* and *Collaborators* are fundamental pillars of Inter Campus's programmes. For said reason, it undertakes to guarantee both work conditions and an environment in which personnel and collaborators are treated fairly and respectfully, favouring a positive work atmosphere capable of enhancing the single individual as well as interpersonal relationships, and favouring a sense of belonging and sharing of common aims.

Inter Futura believes that dialogue is at the basis of long-lasting relationships capable of generating mutual trust among its personnel and collaborators. Therefore, it promotes the strategic role of internal communication encouraging everybody's active participation in all the activities connected to Inter Campus. Said communication is based on criteria of fairness, completeness, simplicity and transparency. No form of discrimination or harassment is tolerated.

Activities such as the publication of documents, interviews, public speeches concerning Inter Campus's activities and initiatives are reserved to Inter Campus's governing bodies or other authorized personnel, and must in any case be in line with Inter Campus's general principles and institutional aims.

### **Relationships with Partners**

Relationships with the **local organisational Partners** constitute an essential element for Inter Campus's projects. Said relationships are based on mutual fairness, transparency and clarity also as regards the aims of the Project which, in no way whatsoever can be associated with business activities, scouting and professional football.

Before entering into any kind of relationship with local partners, Inter Futura carries out inspections either through the Italian embassies in situ or the appropriate institutions in order to obtain adequate guarantees.

Fairness, integrity, professionalism, competence and the avoidance of conflicts of interest are guaranteed in Inter Futura's relationships with partners.

Inter Futura condemns any activity whatsoever which exploits child labour, as well as anything else done against the individual's consent. To this end, Inter Futura avoids agreements with partners lacking proper credentials.



In order to become Inter Campus's **business Partner**, a company must not exploit child labour in any of the production phases and must comply with labour regulations; it must not be involved in the exploitation of individuals or nations (pornography, fraud, corruption and criminal activities); it must not have been involved in an infringement sanctioned by the United Nations in the previous three years; it must not have more than 10% of its annual revenues deriving from the manufacturing, sale or distribution of alcohol, tobacco or gambling (with the exclusion of State lotteries); it must not have been declared guilty of environmental abuses or heavily involved in pollution problems or environmental deterioration; it must not be involved in the weaponry industry (from manufacturing to distribution, to any other secondary weaponry component) or in the nuclear industry.

Inter Futura guarantees equal opportunities in the evaluation of **suppliers** and other possible partners, keeping into account the compatibility and adequacy of said parties as regards the needs of the projects; in particular, the selection of the above occurs objectively and transparently on the basis of merit, organisational solidity and transparency.

Inter Futura, through Inter Campus, carries out its activity fully respecting monetary regulations and rules against money laundering in force in the country in which it operates, as well as the regulations issued by the competent Authorities.

In its relationships with Partners, suppliers and collaborators, Inter Futura requires explicitly that they all comply with the principles and values stated in the Charter.

Inter Campus has constructive, continuous and transparent relationships with all the *National and International Organizations* with which it relates or collaborates, in particular with public administrations, non-governmental organizations, non-profit associations, means of communication, sectoral and civil organizations.

### **Common Regulations**

As regards its relationships with Partners, public institutions, international organizations and third parties in general, Inter Campus states that all the Addressees of the Charter of Values:

- must not give or promise money, gifts or any other advantages to representatives of international or national organizations, public officials or people in charge of public services involved in Inter Campus's Project or any of its activities;
- must not pay or give any kind of goods to anybody (public or private) in the attempt to favour, directly or indirectly, Inter Campus's projects;
- must not accept unlawfully contributions, financings, funding;
- must not send false documents or documents which state inexistent requisites as regards Inter Campus's projects;



- must not obtain unlawful profits for itself or others through stratagems or frauds;
- must not carry out activities aimed at corrupting or being corrupted.

In order to support a policy aimed at transparency and legality, all Addressees must collaborate with judicial authorities, the police and any other public officials with inspective powers that may carry out investigations against Inter Futura.

### **Health, Safety and Environment**

Inter Campus's fundamental principles are based on the protection of the environment, as well as on the safety, safeguard and health of those working for Inter Campus's projects.

### **Sanctioning Regulations**

#### **Personnel and administrators**

The non-compliance and/or violation of the codes of conduct indicated in the Charter of Values on behalf of Inter Futura's personnel constitutes non-compliance with the obligations deriving from the work relationship, thus requiring the implementation of disciplinary sanctions.

Sanctions shall be applied pursuant to the law and collective contracts, and shall be proportionate to the seriousness and nature of the facts.

The ascertainment of said infringements, the management of the disciplinary measures and the implementation of the sanctions are competence of those in charge and delegated for said functions.

#### **Partners, consultants, suppliers and third parties in general**

Any infringement of the Charter of Values by Partners, suppliers or other subjects having relationships with Inter Futura can determine the rescission of the contractual relationship, without prejudice to Inter Futura's possibility to ask for compensation should said behaviours cause damages.