



## CHARTER OF VALUES

(Company name) ..... is a sports club that wishes to join Generazione S, a project run by U.S. Sassuolo Calcio.

In line with its Charter of Values, it is required to follow all the principles and values relevant to the aforementioned club, emphasising the need for ethics to be the means of guiding the behaviour of all those who become part of it.

This Charter of Values consists of a set of rights, duties and responsibilities, compliance with which is essential for the proper conduct of sporting activities and the smooth running of the club as a whole.

U.S. Sassuolo Calcio firmly believes in the social function of sport and considers football to be a tool for training, education, and socialization for athletes who are interested in this sport.

Knowledge and respect for ethical principles by all members, families, managers, coaches and staff are the foundation of the work carried out with a high standard of professionalism attributable to the club and the objectives it pursues.

U.S. Sassuolo Calcio is convinced that the best way to convey these principles to athletes is to set an example by observing them in the activities we carry out.

We therefore ask you to respect these principles by working with us to convey their importance to your members.

We invite you to read these principles and share them by signing them, asking for your full cooperation so that these values become the basis for the growth and development of a code of conduct inspired by fair play and respect.

The ethical principles are as follows:

- **Fairness:** every activity must be managed with honesty, morality and fairness. Decisions and behaviour must be implemented in such a way as not to deviate from the rules and customs of the sporting system, always maintaining a polite and respectful attitude towards others. For this reason, for example, members are asked to maintain impeccable conduct, both on and off the field, respecting fair play and, regardless of their position in the standings and the achievement of goals, they must guarantee maximum commitment in every match and/or competition.

- **Impartiality:** behaviour must fully comply with the club's internal regulations. No form of discrimination is permitted, whether based on age, gender, health, race, nationality, political opinions, religious beliefs or sexual orientation. It is essential that players conform their behaviour to the rules of the game and the decisions and measures of the referee, and that parents reinforce this behaviour through their example and support. Consequently, the technical decisions of the coaches are final and are made with respect for the personal features of each individual; all members are important and therefore respected regardless of their sporting performance.
- Transparency of information: the club is committed to providing clear, understandable, complete, timely and truthful information about members, managers and employees. The club considers it its duty to provide customers, suppliers, sports organisations and third parties in general with complete and transparent information in accordance with current regulations.
- **Responsibility:** activities are managed honestly, according to the principles of moral rectitude and personal integrity. Similarly, members and their families are asked to behave and make choices that respect the team and the club. This translates into prudent behaviour, especially when one's actions and decisions could result in harm to people and property. In particular, the club pays special attention to managing the risks inherent in the youth sector, which is aimed at training and the continuous growth and development of young footballers.
- Social commitment: the Club is aware of the social importance of sport, particularly football, and for this reason embraces the values that sporting activity represents: equal opportunities, fair play, aggregation and socialisation. In view of these values and, in particular, the social integration function that sporting activity represents, the Club encourages and promotes initiatives aimed at bringing young and old alike closer to sport and its values.

U.S Sassuolo Calcio

Giovanni Carnevali

CEO and General Manager

The Club