



Code of Conduct and Gender Equality Plan

Introduction

At Space42 we believe in the transformative power of science, education, and innovation to shape a brighter future for our planet and its people. Since our founding, our mission has been to bring the wonders of space and science closer to individuals of all ages and backgrounds. The creation of this Code of Conduct marks a significant step in affirming our commitment to ethical practices, inclusivity, and sustainability as guiding principles for all our endeavors.

This document outlines the fundamental values and standards that define Space42. It reflects our dedication to compliance with laws, the promotion of human rights, and the advancement of safe and equitable employment practices. As stewards of our shared environment, we aim to integrate sustainable practices into every aspect of our operations. Our commitment to ethical conduct, protection of information, and robust governance ensures that we remain a trusted partner in all collaborations.

As an organization dedicated to education, we place special emphasis on nurturing young minds and ensuring equal access to learning opportunities in science and technology. We believe that children are the architects of tomorrow, and fostering their curiosity and creativity is central to our purpose. Through inclusivity in our programs and respect for diversity, we strive to break barriers and empower every child, regardless of background, to explore the frontiers of knowledge.

The Space42 Code of Conduct is not just a policy document; it is a reflection of who we are and what we stand for. It is a guide for our team members, partners, and stakeholders, ensuring that together, we uphold the values that inspire and define us. By adhering to these principles, we aim to foster a culture of integrity, innovation, and respect that resonates in all we do.

Let this Code serve as both a foundation and a beacon, as we continue our journey to inspire, educate, and make a positive impact on the world.

Compliance with Law

Space42 is fully committed to complying with all laws and regulations in every country where it is established or conducts its operations, including all locations of its business activities.

This encompasses adherence to all applicable provisions related to health and safety, security, environmental protection, social responsibility, and labour laws.

Additionally, Space42 ensures strict compliance with anti-corruption and anti-trust laws, aligning its practices with the highest standards of legal and ethical responsibility.

compliance with law

Human Rights

At Space42, we believe that the principles of human dignity and equality are fundamental to the pursuit of knowledge, innovation, and education.

As such, we are committed to integrating respect for human rights into every aspect of our work, drawing inspiration from the Universal Declaration of Human Rights and the ILO core principles.

- **No Child Labour:** Guided by our dedication to empowering young minds through education, Space42 strictly ensures that no child labour is employed in any part of its operations. We honor the minimum age requirements established by international and local standards, believing that childhood should be a time for learning and growth.
- **No Forced Labour:** Our mission is to build opportunities, not barriers. Space42 rejects all forms of forced or bonded labour, human trafficking, or modern slavery.
- **Dignity and Respect:** Creating environments where science and education thrive starts with mutual respect. At Space42, we foster workplaces free from harassment or discrimination, where every voice is valued and individuals can contribute without fear or pressure.
- **Fair Treatment and Equal Opportunity:** Space42 celebrates diversity as a catalyst for creativity and progress. We ensure fair treatment and equal opportunities for all, embracing individuals regardless of race, gender, disability, or beliefs. By promoting inclusivity and gender balance in our teams, we aim to reflect the rich diversity of the audiences we serve.

Employment Practices

At Space42, we recognize that our network of scientific communicators is the foundation of our success and mission to inspire through education. We are committed to creating a professional environment that supports, values, and uplifts every collaborator, ensuring their well-being, growth, and safety.

- **Health and Safety:** The safety and health of everyone who collaborates with Space42 are paramount. We implement robust risk prevention and mitigation measures to ensure safe working conditions during both physical and digital activities. When necessary, appropriate tools and guidelines are provided to maintain a secure environment for those participating in our events, workshops, and projects. Training in health and safety best practices is integral to our commitment to well-being.
- **Fair Compensation and Professional Growth:** At Space42, we understand the pivotal role of our scientific communicators in delivering high-quality scientific outreach. Our compensation exceeds industry standards, reflecting the critical importance we place on their work and expertise. Moreover, every collaborator is provided with paid, comprehensive training to equip them with skills and knowledge that will serve them throughout their careers.
- **Respect and Collaboration:** Space42 fosters a culture where all collaborators feel empowered to communicate openly, share ideas, and advocate for improvements without fear of intimidation or reprisal. We respect the autonomy of our team members and ensure that their voices are heard and valued in decision-making processes.

Environmental Responsibility

At Space42, our commitment to the environment is deeply rooted in our origins within Earth observation and our longstanding collaboration with ESA.

Our work in promoting awareness of climate change and sustainability inspires us to lead by example, ensuring that our activities reflect the very principles we teach.

- **Sustainable Practices:** Space42 prioritizes the use of reusable and sustainable materials in its operations, transitioning away from single-use plastics and minimizing waste generation. We adhere strictly to environmental regulations and strive to reduce our ecological footprint at every step of our activities, from event logistics to multimedia production.
- **Climate Leadership:** As educators in the field of climate and sustainability, we align with the goals of the Paris Agreement by actively working to reduce greenhouse gas emissions, improving energy efficiency, and embracing renewable energy sources wherever possible. These practices reflect our dedication to fostering a more sustainable future.
- **Safe and Responsible Management:** Space42 ensures the safe handling of all materials, including the proper disposal of waste, in compliance with the highest standards. We are committed to the conservation of natural resources and take a proactive approach to assessing and mitigating the environmental impact of our activities, whether on Earth or in space-related initiatives.
- **Sustainability Across the Life Cycle:** In developing our products and processes, Space42 considers their entire life cycle, from creation to disposal. This approach helps us minimize environmental, social, and economic impacts while fostering innovation in sustainable solution.

Ethical Conduct

At Space42, we uphold the highest ethical standards in every aspect of our work, ensuring transparency, integrity, and fairness guide all our actions.

- **Fraud Prevention:** Space42 is committed to preventing fraud, corruption, and any unethical behavior in all its relationships and activities. We have always been ensuring due diligence in our partnerships, contracts, and collaborations, maintaining compliance with all applicable laws and ethical practices.
- **Fair Competition:** We compete openly and fairly, avoiding practices that could distort market competition. Our approach emphasizes honesty and respect in pursuing opportunities, ensuring trust with all stakeholders.
- **Managing Conflicts of Interest:** Space42 proactively identifies and addresses conflicts of interest, ensuring transparency and clear communication to avoid any perceived or actual ethical concerns.
- **Gifts and Hospitality:** In line with our commitment to fairness, Space42 maintains professional standards in the exchange of business courtesies, ensuring no undue advantages are sought or granted.
- **Responsible Sourcing:** We prioritize the responsible sourcing of materials, aligning with global standards to minimize environmental impacts and avoid contributions to human rights violations.
- **Accurate Records:** Space42 ensures accurate and transparent record-keeping, reflecting the true nature of every transaction and activity.
 - **Fair Payments:** We honor our financial commitments by paying collaborators and suppliers promptly, maintaining fair and reasonable practices in all agreements.

Information Protection

At Space42 we are committed to ensuring the confidentiality, integrity, and availability of all data processed within our activities, reflecting our dedication to trust and security in every interaction.

Robust Security Measures: Space42 employs security protocols to protect sensitive information. These measures are regularly updated to remain state-of-the-art and to effectively address evolving risks.

Incident Response: In the unlikely event of a data breach or security incident, Space42 is prepared to act swiftly and transparently, ensuring that all relevant parties are informed without undue delay and that corrective actions are implemented immediately.

Governance

Space42 is a young and rapidly evolving organization, born with the mission of promoting science and education in an innovative and inclusive way.

Our swift growth is leading us to progressively establish clear and documented governance systems to ensure transparent management aligned with the highest ethical and operational standards.

- **Ethics and Compliance:** While our journey is ongoing, we consider it a priority to implement internal systems that monitor and ensure compliance with applicable laws, regulations, and the values expressed in our Code of Conduct. We are actively working to formalize and enhance these processes in line with best practices.
- **Promoting an Ethical Culture:** At Space42, we are committed to fostering an environment where collaborators are inspired to make value-driven decisions, providing continuous training and open channels for dialogue.
- **Continuous Evolution:** Building a robust and verifiable governance system is a top priority for us. We recognize the importance of this commitment and dedicate resources and attention to strengthening our organizational structure while keeping our mission at the core of every decision.

Gender Equality Plan

At Space42, we recognize that diversity and gender equality are pivotal to innovation and excellence. Our Gender Equality Plan is designed to integrate these values into our organizational culture, policies, and practices, ensuring that every individual has the opportunity to thrive.

Objectives

- **Promote Gender Balance:** Strive for balanced representation across all roles and decision-making bodies within the organization.
- **Ensure Equal Opportunities:** Guarantee that recruitment, career progression, and access to resources are based on merit, free from gender bias.
- **Prevent Discrimination and Harassment:** Implement policies and training to prevent gender-based discrimination and harassment, fostering a safe and respectful workplace.
- **Support Work-Life Balance:** Develop initiatives that accommodate diverse needs, promoting a healthy balance between professional and personal responsibilities.

Key Actions

- **Policy Review and Development:** Regularly assess and update organizational policies to ensure they promote gender equality and comply with relevant legal standards.
- **Training and Awareness:** Provide ongoing training programs to educate staff about gender equality, unconscious bias, and inclusive practices.
- **Mentorship and Support Programs:** Establish mentorship opportunities and support networks to empower underrepresented genders within the organization.



Conclusion

The Space42 **Code of Conduct** reflects our unwavering commitment to ethical practices, inclusivity, and sustainability in everything we do. It is both a guide and a promise—ensuring that we hold ourselves accountable to the highest standards as we inspire, educate, and collaborate.

By embracing the **Gender Equality Plan**, Space42 reaffirms its commitment to creating a workplace where diversity is celebrated, and all individuals have equal opportunities to succeed. We believe that such an environment not only enhances our organizational performance but also contributes positively to the broader community.

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Fulvio Marelli - CEO