

Milan, January 1st, 2025

Ethics and Code of Conduct

The **Ethics and Code of Conduct** is a set of principles and guidelines that outline the ethical standards and expectations for the conduct of all individuals associated with our company. As a young, dynamic, and innovative startup specializing in artificial intelligence applied to speech synthesis, we recognize the importance of upholding the highest standards of ethical conduct in all of our business activities. Our **Code of Conduct** is based on our core values of transparency, honesty, diversity, and integrity, and it sets out the expectations and responsibilities of all individuals associated with **VOISEED**, including our employees, contractors, partners, and stakeholders.

The **Code of Conduct** covers a range of topics, including human rights, trustworthy AI, professional conduct, confidentiality, environmental responsibility, and community engagement. Each of these areas is critical to the success of our business, and to the trust and confidence of our customers, partners, and stakeholders. By adhering to the principles and guidelines outlined in our **Code of Conduct**, we aim to create a positive and supportive environment for all of our employees and stakeholders, and to build strong, long-term relationships based on mutual trust and respect.

We recognize that the **Code of Conduct** is a living document that will evolve and adapt over time, as our business and the expectations of our stakeholders change. We will regularly review and update our **Code of Conduct** to ensure that it reflects the latest developments in our business and the evolving expectations of our stakeholders. We also recognize that the **Code of Conduct** is only effective if it is understood and embraced by all individuals associated with **VOISEED**, and we will work to ensure that our employees, contractors, and partners are aware of our Code of Conduct and the expectations it sets out for their conduct. We believe that by upholding the principles and guidelines outlined in our **Code of Conduct**, we can build a strong, ethical, and sustainable business that is a positive force for good in the world.

1. Human rights

We are committed to respecting the human rights of all individuals, and to avoiding any discrimination based on age, gender, sexual orientation, health status, ethnic, cultural, and geographical origin, public opinion, trade union membership, and religion. This means that we recognize the fundamental rights of all people, and that we strive to create a workplace and business environment that is inclusive, fair, and respectful of diversity. We do not tolerate any form of discrimination, harassment, or bias, and we are committed to providing equal opportunities and treatment to all individuals, regardless of their background or characteristics. By upholding the principles of human rights and equality, we aim to foster a culture of respect and inclusion at VOISEED, and to create a positive and supportive environment for all of our employees, partners, and stakeholders.

2. Ethical AI

We keep a strong Ethical stance and attention to data usage in deploying AI voices. This means that we recognize the potential risks and challenges associated with the development and use of artificial intelligence, and that we have taken steps to ensure that our technology is lawful, ethical, and robust. We are a proud member of the European AI Pact, and we are committed to adhering to the principles of transparency, fairness, accountability, and non-discrimination as outlined in the European Commission's guidelines. We believe that trust and security are the foundation of any successful technology, and that by ensuring that our AI is trustworthy, we can build confidence and credibility with our customers, partners, and stakeholders. We will continue to monitor and review our compliance with these guidelines, and to take any necessary actions to ensure that our technology is trustworthy.

3. Professional Conduct

We expect all of our employees, contractors, and partners to conduct themselves in a professional and ethical manner, and to adhere to the highest standards of integrity and respect in all of their interactions with others. This means that we hold ourselves and our stakeholders to a high standard of conduct, and that we expect everyone who represents VOISEED to act in a way that is consistent with our values and principles. We believe that professionalism and ethics are essential to maintaining the trust and confidence of our customers, partners, and stakeholders, and that by upholding these standards, we can build strong, long-term relationships and create a positive reputation for our company. We will take appropriate action to address any instances of unprofessional or unethical conduct, and to ensure that our employees, contractors, and partners are aware of and uphold our expectations for professional conduct.

4. Confidentiality

We are committed to protecting the confidentiality of our customers' and partners' information, and to ensuring that all personal data is collected, processed, and used in accordance with applicable laws and regulations. This means that we recognize the importance of privacy and the sensitive nature of personal data, and that we take steps to ensure that the information we collect and use is protected from unauthorized access, disclosure, or misuse. We are committed to complying with all applicable laws and regulations governing the collection, use, and disclosure of personal data, and we will take appropriate measures to safeguard the confidentiality of this information. We will also provide clear and transparent information to our customers and partners about how their personal data is collected, used, and shared, and we will give them the opportunity to exercise their rights with respect to their personal data.

5. Environmental Responsibility

We are committed to reducing our environmental impact, and to promoting sustainable practices in all of our operations. This means that we recognize the impact of our business on the natural environment, and that we are committed to taking steps to minimize this impact and to promote sustainable practices. This could involve reducing our energy consumption, using renewable energy sources, reducing waste, recycling and reusing materials, and implementing other measures to reduce our environmental footprint. We also recognize the importance of engaging with our stakeholders and the broader community on environmental issues, and we will seek to promote awareness and understanding of the environmental challenges facing our planet, and the role that businesses can play in addressing these challenges. By promoting sustainable practices and engaging with our stakeholders, we aim to create a more sustainable and resilient future for all.

6. Community Engagement

We are committed to being a positive force in the communities where we operate, and to supporting initiatives that promote social and environmental well-being. This means that we recognize the impact of our business on the world around us, and that we strive to make a positive contribution to the communities in which we work. This could involve supporting local charities and non-profit organizations, volunteering our time and expertise to help others, or implementing sustainable practices in our operations to reduce our environmental footprint. By engaging with the community and supporting initiatives that promote social and environmental well-being, we aim to build stronger, more resilient communities and to create a positive legacy for future generations.