



CARBONVENETA  
TENCOLOGIA DEI COMPOSITI SRL

# CHARTER OF VALUES

*February 2024*

## Our values

Carbonveneta is a wholly Italian company. It designs and manufactures products utilized by companies in the technological, chemical, and electromechanical sectors. Our expertise focuses on the development of innovative solutions in carbon production for various applications, laser-cut sheet metal prototypes, and collectors for large electric motors. All our manufacturing processes take place internally in our facilities.

Guided by our mission, we have adopted a Charter of Values that outlines the guiding principles of our strategic choices and the daily activities of all those who collaborate with us. Our core values, such as Ethics and Respect, Competence and Merit, Innovation and Excellence, Internationality and Multiculturalism, Rights and Sustainability, drive our entrepreneurial approach.

In pursuit of excellence, we promote respect for and adherence to our Charter of Values. Our goal is to strengthen trust relationships with all our stakeholders, including employees, customers, suppliers, partners, and the local community

## **We pursue sustainable development, committing ourselves constantly to promote economic and social growth**

In every operational context, we uphold human rights, promoting equal opportunities and fair treatment for all, regardless of diversity such as race, nationality, political opinions, religious beliefs, gender, age, different abilities, sexual orientation, and personal or social conditions. We always respect individual and worker dignity, promoting minority inclusion, ensuring freedom of association, and categorically prohibiting irregular work.

Our work environments are designed to be safe and healthy, with a constant commitment to minimizing the environmental impact of our production processes. We adopt a precautionary approach to protect health and the environment.

We actively contribute to the social and economic development of the communities and territories where we operate, transferring technologies and expertise and sharing our know-how.

We promote a culture of sustainability, raising awareness of risks and encouraging responsible behavior among all our stakeholders. Promuoviamo una cultura della

sostenibilità, diffondendo la consapevolezza dei rischi e incoraggiando comportamenti responsabili tra tutti i nostri stakeholder.

*“Our goal is a world where respect, equality, and sustainability are indispensable pillars. From our operational scope to the communities in which we operate, we defend human rights, promote inclusion, and reduce environmental impact. With enduring commitment, we together build a fair, sustainable, and supportive future”*

## **We operate with integrity, reliability, and loyalty, fully respecting the rules.**

Carbonveneta promotes and implements a corporate culture based on responsibility, fairness, and integrity in the execution of daily activities. Maximum attention is paid to the professional conduct of shareholders, directors, employees, partners, and suppliers, as well as all those acting in the company's interest.

Actions and communications are inspired by the principle of transparency, highlighting the choices made and ensuring the truthfulness, accuracy, and completeness of corporate information both internally and externally, in compliance with adequate measures for protecting privileged or confidential information.

Carbonveneta ensures efficient management of corporate risks by adopting the highest standards. This is achieved through organizational structures and operational procedures subject to a process of constant monitoring and continuous improvement.

The company's operations comply with international, national, and local regulations and oppose all forms of illicit practices. Absolute respect for behavioral rules by all is required, considering it an indispensable foundation of the activities carried out. Furthermore, Carbonveneta stands out in the market thanks to specialized skills and the continuous

evolution of products and services. The goal is to achieve leadership and be a reference point for technology and functionality.

The company promotes a multicultural environment that respects and values diversity, offering employees the opportunity to express their talents to contribute to achieving corporate objectives.

## **Collaborating together is our strength**

We firmly believe that the strength of a team lies in the diversity of skills, perspectives, and experiences of each member. We foster an environment that promotes collaboration, where every voice is heard and respected.

We promote a culture where each employee feels valued and an integral part of the company's success. We invest in cross-functional training to enhance mutual understanding of roles and responsibilities, thus building a strong network of collaboration that transcends organizational barriers.

*“We encourage open sharing of ideas, constructive discussion, and teamwork as key elements to achieve exceptional results”*

We recognize that challenges can be addressed more effectively when working together. We encourage cooperation between departments, resource sharing, and a synergistic approach to tackling complex challenges. Creating a collaborative environment is essential to stimulate innovation and proactively address market challenges.

In addition to daily interactions, we encourage cross-functional team projects that foster creativity and integrate diverse perspectives. We believe that through teamwork, we can overcome individual limitations, achieving results that exceed expectations. Collaboration is our foundation for successfully addressing business challenges and building a sustainable future together.

## Excellence is a value for everyone

Excellence is the beacon that guides every action and decision we make. We are committed to constantly surpassing standards, aiming for the pinnacle of quality in everything we do. We recognize that the pursuit of excellence requires continuous commitment, a mindset focused on improvement, and the willingness to challenge the status quo- We promote a culture of continuous learning, where innovation is welcomed, and failure is seen as an opportunity to learn. We encourage professional and personal development to ensure that every member of our team grows professionally and contributes to our collective commitment to excellence.

The relentless pursuit of improvement extends to our operational processes, product quality, and customer satisfaction. We continuously monitor performance, analyze feedback, and adopt data-driven approaches to continually improve.

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