GASPARINI

QUALITY POLICY

VISION

We are committed to SIMPLIFYING THE USE OF PRESS BRAKES by adopting state-of-the-art technology, with the aim of providing an innovative solution to the shortage of specialised operators.

MISSION

WE BUILD THE MOST FLEXIBLE AND CUSTOMISABLE PRESS BRAKES ON THE MARKET in order to improve our customers' working conditions in terms of productivity, efficiency and operator comfort.

VALORI

The founding values of our company are responsibility, empathy, teamwork and the courage to change. Four principles that are part of our culture and that are translated into behaviour and actions on a daily basis. Having clear objectives, knowing and internalising these values allows us to all walk in the same direction and to achieve future goals together.

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WORKING PRINCIPLES

RESPONSIBILITY

Choosing to be known for our reliability can inspire all our actions: to be able to rely on each other, we need to know that we are giving our best, consistently and fairly. Accountability of our activities, our ideas and our choices.

- It is not a job title that determines the level of commitment and reliability required.
- Each of us has an area of responsibility, a sphere of manoeuvre: in a clear and transparent context, we are all inclined to demand and be accountable for our activities and the projects for which we are responsible.
- It is a personal principle: activities, projects, and goals, although shared, must be resolved within the responsibility of an individual.
- Appropriate and professional evaluation and communication of any factors that affect the achievement of our goals are also forms of responsibility.
- Being responsible implies possessing the tools to be so, in the context in which this is required. This requires consistency in the allocation of responsibilities and awareness of the terms of those responsibilities.
- Reliability is a key parameter of one's sense of responsibility: respecting the quality, time and cost of each of our projects and tasks.
- In concrete terms, our reliability allows ourselves and the company to be a key element in a larger system, consisting of the concatenation of customers, suppliers and consumers. Our results, on time and within the required deadlines, are necessary to the activities and achievements of so many other people inside and outside our company, as well as to the common result of the Group, in all its aspects.
- The management of our time and that of those who work with us is one of the keys to defining ourselves as responsible, from the small scale of daily life in the company (punctuality, timing of meetings, etc.) to the big picture of an important project: it is part of the professional ethics of each of us to adhere to the parameters of timing and quality, thus allowing us to be reliable, and to rely on each other.

TEAM SPIRIT

Each of us - regardless of function, brand, office - is part of the same team. One does not play for oneself. Nor do we only defend certain colours, be it the brand or a small group of collaborators: we play and put ourselves on the line for Gasparini. And harmony in actions and goals must be a founding value. We are all fundamental elements of this amalgam, and collaboration is the key: none of the results we set ourselves can be achieved without everyone's contribution.

- Our corporate identity is the concrete and effective image of our team: the appearance and declarations of

intent are not, however, separate from a set of behaviours that make our being a team a reality: this feeling starts with mutual respect, right from the first rules of politeness, punctuality and order that underpin it.

- The whole group is one and only one team, above the necessary organisational divisions of office, brand or department. Any kind of perception aimed at creating subcultures that does not take into account the common membership of this large team is not good.
- Our work and our behaviour are small but crucial cogs in a single machine. Therefore, the success of the entire team is the responsibility and merit of all of us. The result of each one is cause and effect of the result of our colleagues.
- Working as a team means having 100 people taking one step all together and not one person taking 100 steps alone.

SPEED AND FLEXIBILITY

The market requires us to always be ready for its every need or ration, at an appropriate pace. Speed, however, can never be divorced from the quality of our results, and it is being flexible that helps us to understand what is the best way to achieve the maximum result in the shortest possible time, using our resources to the best advantage. Think and act promptly and intelligently, to channel all our efforts into a fast and above all quality result.

- Speed does not mean frenzy; rather speed of action and keeping up with the pace required by the challenges we are facing. Speed includes - but is not limited to - a quick reaction to what our competitors are doing. Then comes the concept of flexibility, which allows us to assess the context and develop a coherent strategy to achieve our goal:
- Seeking the best result with the least effort, but without neglecting quality; through cost and expense reduction, with better utilisation and management of resources and activities, with delegation and outsourcing capabilities.
- Rethinking processes and activities in an innovative way, aiming at their optimisation without rigidifying on practices that - although customary and often habitual - can be improved, as can the resultant outcome.
- The study of the best solution to solve any problem is done in the same way. Thinking outside the box, broadening one's vision and not being too conservative in one's activities and behaviour certainly helps.

RESPECT

Respect for other employees and our working environment, as well as for the resources we use and are responsible for. It is at the root of our life in the company, as it is of life in the absolute sense. We show respect by demonstrating loyalty when we act, expressing our thoughts constructively, sincerely and correctly, admitting our mistakes and helping others to improve. We always act with integrity and respect, including for the environment and the community of which we are a part.

- Respect means acting with integrity, loyalty and honesty towards the company, our colleagues and the world around us.
- A loyal and respectful person will say what he or she thinks with sincerity and constructiveness, knowing that he or she has an interlocutor in front of him or her who does the same, with a capacity for self-criticism and discussion that must apply to both sides, regardless of role.
- It means listening, understanding and respecting the personal and professional characteristics of co-workers and their way of acting, limiting prejudices and expanding one's limits. It means welcoming diversity and knowing how to make the most of it.
- Respect must also refer to the resources entrusted or shared, be they - among many possible examples - an asset or a budget to be managed.
- Respect is availability and sharing, of one's own time and skills, when useful for the growth of one's co-workers and the achievement of any result.
- Admitting one's mistakes, working to correct them, and taking the same constructive attitude in helping others when they make mistakes, is respect. It requires humility and maturity from all of us, and the mutual trust we can place in each other based on our principles.
- Respect as integrity, in all its facets. We work for the common good of our team, the Group, and this is the only end that should guide us.
- Our business aims to be sustainable, globally but also in the area where we were born. We are part of a district that has a long history and is recognised worldwide. Our aim is to promote the economy of this district and the social fabric that makes it up, contributing to its development.

Istrana, 01/09/2022

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