

CHARTER OF VALUES



"We are proud to present our Charter of Values which is for us a compass addressing our growth, day after day ..."

Miriam Ronchi
President Mac3

A handwritten signature in black ink, appearing to read 'Miriam Ronchi', positioned below the printed name and title.

CHARTER OF VALUES

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BACKGROUND

This Charter of Values document is the expression of what inspires our behaviour and our actions, which are the principles and corporate values of Mac3 SpA.

This document represents our desire to combine the principles of economic management with those of respect for people and the environment in which we interact and the development of a sustainable business, in a workplace of constant growth and empowerment.



MAC 3 COMPANY

COMPANY MISSION

The Mac3 goal is to create efficient and user-friendly products for hydraulic systems while striving to produce the best quality electronic and electromechanical-hydraulic materials.

COMPANY VISION

We believe that the proper management of water resources will be increasingly strategic and important in the future. Our goal is to be ideal partners for those who must design and implement systems for pressurization and control of liquids.

COMPANY COMMITMENT

MAC3's commitment is aimed at the market as well as our collaborators and partners (suppliers, converters, etc....); it is strongly linked to the development of the economy as well as enhancing company's human resources, using a straightforward approach to doing business, respecting the environment and producing a positive social impact through its products.



MAC 3 VALUES

CUSTOMER GUIDANCE - a commitment

The customer is our true heritage, so he should be protected and valued by all means available, so that he can grow. We consider our customers to be the cornerstone of our success and we work for their satisfaction.

THE INDIVIDUAL - our strength

We believe that the company's main asset is its people; the achievement of every professional collaborator and the company's performance are strongly correlated. To this end, we believe that it is essential to engage in following these objectives:

- Support the professional growth of each individual;
- Encourage the participation in activities that motivates employees;
- Recognise and accept the diversity of roles;
- Stimulate team spirit and an awareness of our company's objectives, strategic choices and daily operations;
- Support a process of communication as a fundamental value for each individual, his/her learning process and for the individual and collective growth of the company.



INNOVATION AND PARTICIPATION - our future

We firmly believe that everyone's participation is necessary to meet new challenges. The more participation is motivated and shared, the greater the success for all. We constantly strive to come up with innovative ideas, search out new challenges and create new goals, while keeping in mind our daily objectives. We know that this will yield superb end results.

WORK- our context

The workplace is the area where the individual integrates with his/her surrounding world to give and receive wellbeing, to seek professional achievement, and personal growth. We strongly believe in team work and creating collaborative environments.



THE VALUES OF MAC 3

EFFICIENCY - professionalism and commitment

Attention to details marks the difference between the amateur and the professional. We put all our efforts into improving our professionalism, sharing our goals and rules of conduct that are embodied in our charter of values.

We are committed to managing, to the best of our ability, all the resources that are available to our company. We believe in using cutting-edge technology to improve service and to create an ever more direct relationship with our clients.

SUPPLIERS - our partners

We consider our suppliers as partners, not only for the realization of activities but also with regard to the Social Responsibility.



TRANSPARENCY AND CORRECTNESS - the basis for everything

In any kind of relationship with customers, employees and suppliers, we are committed to respect the rules of loyalty, transparency and ethics.

ETHICS AND CONFLICTS OF INTERESTS - our ethics

Our decisions are based on the legitimate interests of our company, the group of people who work with us, and civil society in a broader sense, and not on personal considerations or relationships. Specifically we are committed to:

- Not exploit economic opportunities discovered during the course of our duties, where it could be contrary to the interests of the company;
- Continue our work and relationships with colleagues fairly and professionally, without regard to differences in age, sex, race, and without any prejudices linked to political or religious beliefs.
- Not ask, accept and offer gifts or benefits from collaborators, employees or third parties.



THE VALUES OF MAC 3

PROTECTION AND PROPER USE OF COMPANY PROPERTY - a precise duty

INTELLECTUAL PROPERTY - is of various kinds and includes, among other things, software programs, technical documentation and inventions.

USE OF BUSINESS COMMUNICATION SYSTEMS – business communication systems, including Internet, should only be used for business-related activities and other authorized instrumental purposes.

INFORMATION CONFIDENTIALITY

We are committed to protecting any confidential information regarding clients, the company or suppliers.

THE ENVIRONMENT - part of us

We are committed to respect for the environment with regard to its impact on our business. For our clients we ensure projects compatible with the environment in which they develop.



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