



OUR VALUES PARCHMENT



## VALUES PARCHMENT





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## INTRODUCTION

Last April 2021, we decided to take an important step forward to strategically face the evolution towards sustainability.

We have understood that **economic sustainability** must guarantee income and work in a lasting way, but at the same time it must take into account both **environmental sustainability**, to protect the ecosystem and the renewal of natural resources, and **social sustainability** to ensure that the well-being conditions of people are equally distributed.

On **28 June 2021** we set up as **Benefit Company** and in our corporate purpose, in addition to the description of the economic activity, we have reported the purposes of common benefit to operate in a responsible, sustainable and transparent way towards people, territories and the environment, goods and cultural and social activities, organizations and associations and other stakeholders. We have therefore put, pen to paper, our commitment to ensure a better present and future for our planet and the people who inhabit it, in line with the **ONU 2030 Agenda for Sustainable Development**.

To make sustainability a strategy that was recognized in the first place by our employees, the most important stakeholders for our entrepreneurial existence, we thought that it was not

enough to state a list of fine words, but it was necessary to find **shared corporate values**. This is why we have activated an internal survey on organizational well-being to evaluate the processes and practices that affect the mood of our working community. Subsequently, with appropriate focus groups, which directly involved all our employees, the values of our collaborators emerged, the same ones they take to work every day, since our collaborators feel represented by those values in everyday life.

The **Values Parchment** of Tecnosystemi S.p.A. Benefit Company, is the result of this path that is constantly evolving, which has people and their values as its strength.

The reference compass is the concrete will to have a positive impact on the community and the biosphere; for this reason, everyone's values are expressed through a commitment aimed at guaranteeing a better quality of life while respecting sustainability. It becomes of primary importance to choose in our career path people who share and have our values, the starting point for the direction of 2030.

Enjoy the reading.

***Anna Munari, Giorgio Rigoni, Federica Rigoni***

## OUR HISTORY

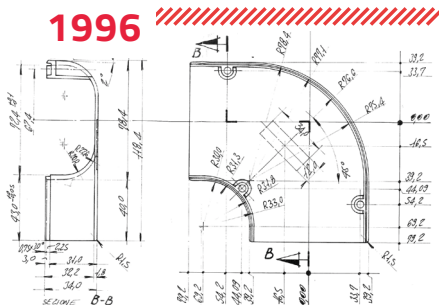
# AN OPEN VISION TO THE *FUTURE*

1992



Tecnosystemi began its history by marketing a small range of accessories for air conditioning. It was a winning business but the first large group of partners was not always positively aligned with the company's growth line, slowing down the innovation process that the company was therefore unable to carry out.

1996



Since 1996 Tecnosystemi has faced one of the first major transformations, becoming also a production company, starting a virtuous path that continues to evolve today.

2003



Only in 2003, after having changed the location of the plant twice, moving permanently to Vittorio Veneto, Tecnosystemi evolved with today's corporate asset that sees Anna Munari and Giorgio Rigoni as the family owners, marking its definitive take-off.

2017



The dream of developing a company that is always in step with the moment, sensitive to environmental issues and respectful of its collaborators, leads Tecnosystemi to begin to walk its path towards today's Benefit Company. The first step was made by redeveloping the two existing warehouses and installing a 500 Kw system on their surface.

2020



The Company rethinks its headquarters on the same site where they were previously erected; the old building was obsolete and therefore no longer in line with the new corporate vision. It has been a radical transformation but absolutely in line with the thinking of the owners who wanted a space redesigned for the well-being of the people who work there: soundproofed walls, large windows, natural light, sustainability in all the choices made and functionality of the spaces.

2021



But it will only be in June 2021 that Tecnosystemi marks a new beginning by becoming a Benefit Company, rewriting its corporate purpose and officially declaring its serious intention to generate a positive impact on the environment and in the community, continuing a path that had already begun years earlier.



## *MISSION*

The purpose of our company is to create a business that grows over time by providing excellent and carefully designed products.

As a Benefit Company, the business will be increasingly respectful of the natural environment, of the territory in which it operates and of the community from which it draws its human resources.

We consider it really important to pay attention to the person who works inside our company, thanks to his values he allows us to have quality products made by quality people. This is why we try to make the work environment as peaceful and dignified as possible, for a positive quality of life.

## *VISION*

Our company will strongly invest in human capital to keep the group motivated, promoting the professional growth for what concerns technical and human skills. Moreover, it will encourage communication at all levels in an attitude of cooperation and simplicity, but also of innovation and dynamism. In addition, it will implement the strong orientation towards research for new processes with the revision of products according to the circular economy.

## *COMPANY VALUES*

Our most important values are humbleness, loyalty, respect, fairness, transparency, consistency, hospitality, tolerance, kindness and family, all linked by the education value to be understood as good manners, which is the habit of behaving in a kind and courteous manner on every occasion. Good education allows us to respect ourselves, the others and everything around us, giving a great demonstration of civility in everyday life.

The values that all the people who work in our company have in common can be summarized in 8 words which in turn contain other terms, identified by the hashtags #. These hashtags represent the voices of the employees in the nine focus groups, which saw them as protagonists.



## HEALTH

We are committed to maintain a **peaceful business climate**, trying to work with peace of mind, respecting everyone's work rhythm.

We focus on keeping the **protection of human health and respect for the environment**. Climate change is the biggest health threat of this century and it is already affecting it. For this reason, our behavior must be as virtuous as possible and in harmony with nature. Moreover, our production plants will continue to be managed through a sustainable utilization of water resources, raw materials and energy, including the use of renewable sources to reduce our environmental impact as much as possible.

Some of us have experienced or are experiencing major physical health problems. In some cases, the post-Covid-19 symptoms have left a very strong impact, even in job performance. We all need to be welcomed with humanity; the result is an improvement of the health and of physical diseases.

#serenity #innerharmony #peaceofmind #pleasure  
#humanity #happiness #dignity #nature

## FAMILY

We are committed to develop **the dialogue within the company**. It **has to be sincere** because it is a basic requirement to understand and develop the potentials of every single person.

Affection and unconditional love of our families are an important point of reference in our working life and for this reason we commit to do our best to feel fulfilled in our daily work.

#affection #loveecure #group #sharing #organization  
#flexibility #sincerity #listening #sacrifice #money  
#freetime



## OPEN MINDSET

We aim to have an open mindset to always share and welcome with curiosity new ideas. This means for us **accepting to get back in the game** again in order to smartly face the complexity of a sustainable development with humility and shared-knowledge.

Being open-minded allows us to increase our sense of humor and to be empathetic.

Getting in tune with the people we relate to, seeing the world not only with our own eyes but also welcoming diversity without judging it, are key-features for creativity.

#inclusion #collaboration #dialogue #freedomofthought  
#qualityrelationships #humility #humor  
#openingandchange

## JUSTICE

In our way of doing business, we aim to be always in compliance with laws and rules whether it deals with safety at work or protection of the human rights.

Justice is a moral virtue which stands for **respecting the rights of people** and **recognizing to everyone what belongs to them**. For this reason, justice cannot ignore the concept of truth.

#correctness #transparency #truth #dealingwithproblems  
#recognition #courage



## *RESPECT*

We daily commit to do our job in the best way by being **respectful** with people and expressing the utmost responsibility in our business.

We are aware that respect for each of us and for what we do needs to be fed every day with kindness and reciprocity.

## *TRUST*

We do our best to live up to the high agreed evaluation we received and not disregard expectations. Our **professionalism** means for us passing on a feel of safety. In fact, **we wish to keep our promises and respect the agreements** with the utmost punctuality.

#respectofpeople #respectrules #honesty #loyalty  
#kindness #altruism

#responsibility #reliability #punctuality #esteem  
#consistency #friendship



## ART

We are committed to design and make products that arouse a kind of art-amazement for the forms of creativity and aesthetic expression, thanks to the innate skills acquired through studies and experience.

The **taste of beauty** is a prerogative of made in Italy, which we try to carry forward as much as possible with our added value of quality.

#skills #care #passion #qualityofthingsIdo #creativity

## GROWTH

We are committed to being professionally prepared to face all new challenges that the future changes will bring. Our know-how must be implemented and strengthened by huge **technical training** and by **soft skills training** too. Study, training and daily commitment are the required tools to support the ambition to achieve important goals with innovative and compatible products that respect the environment.

#knowledge #challenge #ambition #competition #training  
#changevariety #commitment #self-esteem



## *GENERAL CONSIDERATIONS*

We are convinced that the path we have taken is made of great values for us all. A better future is built starting from our values, committing ourselves to leaving a better world and improving our talents' skills.

Strategic choices for a business that looks to the future must be implemented quickly, effectively and all together.

This values parchment is our company's constitution. It must be guarded not only by words but also by facts. That's why Tecnosystemi takes into account the maximum transparency and attention provided by the management, employees, agents, customers, suppliers and the civil community to balance the interests of anyone in a sustainable way.



"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs"

*Rapporto Brundtland, 1987*





#positiveimpact