

Company Policy



VISION AND MISSION

2024_2026



Our Group's **mission** is to lead change in the enjoyment of indoor spaces through energy saving, comfort and sustainability. We want to be more **awareness-oriented** than ever in terms of consumptions and use water and energy in the best way possible. We really want to make **people feel well** in their homes and wherever they work and study or spend their indoor time. Our **business model respects the environment and mankind** while putting the needs of the community and territory on the forefront. Together with our partners, we strive to comply with the **UN Sustainable Development Goals**, and more specifically to create **sustainable cities and communities**.

Water E-motion: our vision. We look forward (*motion*) and try to satisfy our Clients (emotion) with energy-efficient (E) hydronic solutions (water).



STRATEGY

CLIENTS Our customers are the center of everything we do, every single day. We know it is key to understand distributors, installers and planners' needs and requirements, to offer the best, most convenient and updated solutions.

PRODUCT MADE IN ITALY AND INNOVATION **Made in Italy** is our soul and the **factory** is our beating heart. We handle raw materials skillfully and with **passion** so that end users and communities can enjoy top-notch systems and components. **Quality, performance,** and **innovation** stand as our daily goals.

SUSTAINABLE PROFITS We believe that socioeconomic and environmental sustainability will make us grow with our workforce, suppliers and partners. We promote business processes with a low environmental impact as well as less consumptions, emissions, and waste.

PEOPLE **Passion** cannot be measured, yet it is key to excellence. While **our Employees** are our most precious resource, **young Talents are** our future. While **our Suppliers** grow with us as partners, our **Management** supports and achieves the Company Policy goals.

THE TERRITORY It is where our production plants stand and our employees live with their families. It is the place we strive to protect and where we want to keep running our business.

OUR POLICY FOR QUALITY, ENVIRONMENT, HEALTH, AND WORKPLACE SAFETY

Our company management system has been complying for years with the UNI EN ISO 9001, 14001 and 45001 standards, based on an **approach of steady growth** in terms of **safety, health, sustainability** and **circularity** for our employees and stakeholders.

COMPLIANCE The Group is committed to comply with all legal directives as an opportunity for constant improvement. We select, test and monitor our suppliers with the utmost care in order to meet the required company standards.

INJURY PREVENTION - SAFETY FIRST "Zero injuries" is one of our major goals. Company excellence and safety go hand in hand with our leadership, people, tooling and organization. We strive to contain at best the risks for people and the environment through actions inspired by our workforce's insight and participation, based on transparency, awareness and responsibility.

SATISFACTION FOR OUR CLIENTS AND EVERY PLAYER INVOLVED Our cutting-edge and premium products comply with the strictest international standards. Our qualified Customer Support team provides prompt solutions and answers through a capillary network. We promote training and updating of professional figures and young talents, thanks to close cooperation with schools and academic systems.

PRODUCT DESIGN AND MATERIAL SELECTION We aim at cutting down the use of traditional energy sources while exploiting instead materials that respect the environment and health.

We offer our contribution in the creation of "smarter and more sustainable" living and working spaces that feature low-consumption systems fed by renewable resources, where human wellness and the planet's health lead the way.

The **hydrogen-based Zero Emission Project** represents the technological challenge of the future.

SUSTAINABLE PROCESSES - ENERGY SAVING We handle raw materials, atmospheric emissions, hydraulic and industrial waste with great care, monitoring them on a regular basis and **always striving to reduce their impact on the environment.** Our future investments will be addressed to contain energy consumptions and use renewable resources. Drawing up of a sustainability report will represent a priority for the Group.

COMMUNICATION Open communication among the various company functions and levels is key, as it encourages confrontation and feedbacks toward constant improvement.

Our corporate communication strategy highlights our clear intention to promote comfort, health, energy efficiency and sustainability.

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