



DESTRO PAOLO

no ordinary details

MISSION

Our corporate mission is to meet the needs of our customers in the best possible way and thus guarantee the growth of the company. All the hard work we put into this mission enables us to optimise turn-around times for the products and services requested of us, doing our utmost to offer our customers the very best quality/price ratio.

Our goal is to develop an ever more efficient organisation by updating operating procedures and providing our personnel with excellent working conditions and constant training to enhance the individual skills of every member of our workforce.

The principles set out above therefore make it impossible to collude in any form of child labour whatsoever or the use of unregistered and underpaid workers. We make major investments in the most effective technologies for increasing our productivity, at the same time caring for the health and welfare of our personnel.

We demonstrate our respect for the environment through the use of today's most state-of-the-art technology to cut to the absolute minimum any environmental impact that may result from our activities.

DESTRO PAOLO SPA – Managing Director

DESTRO PAOLO

Peraga di Vigonza, 01/09/08

Destro Paolo s.p.a. - Viale dell'Artigianato, 11 - 35010 PERAGA DI VIGONZA
www.destrogroup.it - Tel. 049/8931347 - 8930779 - Fax 049/625804

Registration at the Chamber of Commerce of Padova no. 215968 - REA (Company record) no. 31933
Tax code and VAT no. 02220630285 - Share capital €258,250 fully paid up.

Company quality system certified to EN ISO 9001:2008 standard - Certificate no. 44100091385



CODE OF ETHICS

Our corporate values

Every aspect of our business is inspired by the principles of decency and fairness, taking into account not only economic advantage but also having respect for human dignity, the professional standards of others and caring for the environment. Just like every private company, we are required to operate in the market, delivering results and efficiency and we call on every member of our workforce to apply the principles of responsibility, honesty and transparency as they go about their jobs.

Our company and our customers

Our aim and the aim of all who work with us is to operate dynamically and with high professional standards in order to meet the needs of the market. Our customers' needs are our first priority at every stage in product development from design to manufacture, to ensure we can always offer the best solutions. When making strategic decisions, we are ever attentive to the needs and expectations of the market and these factors condition and guide all our choices. We are acutely aware of the developmental aspects of the tasks our customers entrust us with and thus we ensure the utmost confidentiality in information and product management.

Our partner companies

We place great importance on the skills and knowledge of our suppliers and external manufacturers, recognising the vital role they play in achieving our goals. This is why we consider that our relations with these partners must be based on the highest professional standards and mutual cooperation, ever guided by our ethical values.

Our human resources

Since our business is mainly manufacturing, the professional knowledge and skills of every member of our workforce are essential for a successful outcome. We therefore consider it vital to respect their human dignity and appreciate the contribution they make, doing everything possible to create the best working conditions, enabling them to do the jobs for which they are so highly qualified. Our human resources provide us with a real competitive edge and therefore we keep them motivated by aiding their personal and professional development with frequent training programmes. In managing our inter-personal relations, we place a premium on responsibility, commitment, diligence, loyalty and ethics and these moral values imbue all the decisions and choices we make.

Our communications

We use every channel available to us in order to guarantee that both internal and external communications are effective, to the point and transparent. While the aim is to raise awareness of our expertise and know-how, we never lose sight of the limits imposed by the need to protect our corporate interests through the confidentiality agreements we sign with all our customers.

Our ethical principles

Our watch words are integrity, fairness and professionalism, showing the utmost respect for all those we deal with. The commitment we show in every aspect of our work is inspired by the standards and values inculcated in our organisation. We therefore base our action on respect for the human dignity and the professional standards of others and, should any doubts or differences of opinion arise, we abide by a code of conduct that is accepted and shared worldwide.

DESTRO PAOLO SPA – Managing Director

DESTRO PAOLO

Peraga di Vigonza, 01/09/08