

Respect. Excellence. Innov-Action.
The foundations of our values.



Our corporate values, our basis, our DNA.

At the Camozzi Group we continuously grow, change and evolve.
We investigate and test advanced technologies.
We develop new products and introduce new applications.

**We are always on the move, but remain anchored to our corporate values:
RESPECT. EXCELLENCE. INNOV-ACTION.**

These values support our daily decision-making and long-term strategies
to ensure consistency and integrity in everything we do.

Our values guide the way we work with people,
whether they are colleagues, customers, partners or other stakeholders,
and demonstrate that we really care about doing things right.

**They are the foundation of our corporate culture,
which unites us as a team and makes us unique.**



The Camozzi Group values: how we align these to our work.



RESPECT



We work as one team,
where people and business integrity
are at the very centre.

EXCELLENCE



What we do, we always do well.

INNOV-ACTION



We develop the industry of the future.



RESPECT

We work together as a single team.

We work in synergy with all our colleagues, respecting standards and corporate principles to guarantee a solid and unified company.

How do we promote respect through our actions?

We know and respect the standards, values and ethical principles of the Group and we promote them among colleagues and co-workers, **always trying to set an example for others.**

We encourage **comparison and dialogue**, creating a collaborative and positive work environment where everyone can contribute based on their strengths and skills.

We share company information and **provide feedback in a clear, direct and transparent way.**

We learn from our experiences and mistakes and have the **courage to change** direction when necessary.

We facilitate the creation of even the most complex corporate projects, utilising **our skills and experience**, so our team can achieve the very best results.





EXCELLENCE

What we do, we always do well.

We strive for excellence in everything we do to continuously enhance the satisfaction of our customers, colleagues and all our stakeholders.

How do we promote excellence through our actions?

We work hard to get **the most from the excellence** of our company's products and services.

We listen to and understand the needs of both our internal and external customers so we can **guarantee the best possible results**.

We make the goals of the company and the team our own, by working **methodically and with careful planning** to achieve them.

We see problems from different perspectives, analysing all the available data and proposing, with a **pro-active approach and sense of initiative**, solutions that are achievable and realistic in terms of cost, time and quality.

We always work with determination, even when facing the **greatest challenges**.





INNOV-ACTION

We shape the industry of the future.

We are inquisitive by nature and actively passionate about innovation. We experience change with a positive, open, and constructive approach.

How do we promote innov-action through our actions?

We approach changing situations in a **rapid and flexible** way with an open and positive attitude.

We facilitate changing processes and contribute to the creation of a working environment that **develops ideas and innovative solutions**.

We are curious and passionate about technological innovation and keep ourselves constantly up to date so we can **propose innovative ideas** without fear of being judged.

We listen carefully to the suggestions and ideas of our colleagues, managers, customers and other stakeholders with whom we have the opportunity to collaborate, and **we value different points of view**.

We consider innovation an essential lever to **create value** for both customers and the company.





Respect, excellence and innov-action are not just three words, they are the tangible basis of our work. They represent what we experience every day in the company and the way we make a difference.

We continue to promote these values together, because it is only through a solid, common and shared foundation that we can turn ideas into reality and contribute to making our working environment a positive space in which to grow, innovate and excel.

Every one of us is an ambassador for our corporate values and has the responsibility to promote and sustain them, pursuing the ethical and responsible way of doing business that has always distinguished the Camozzi Group.

Antonio Camozzi

