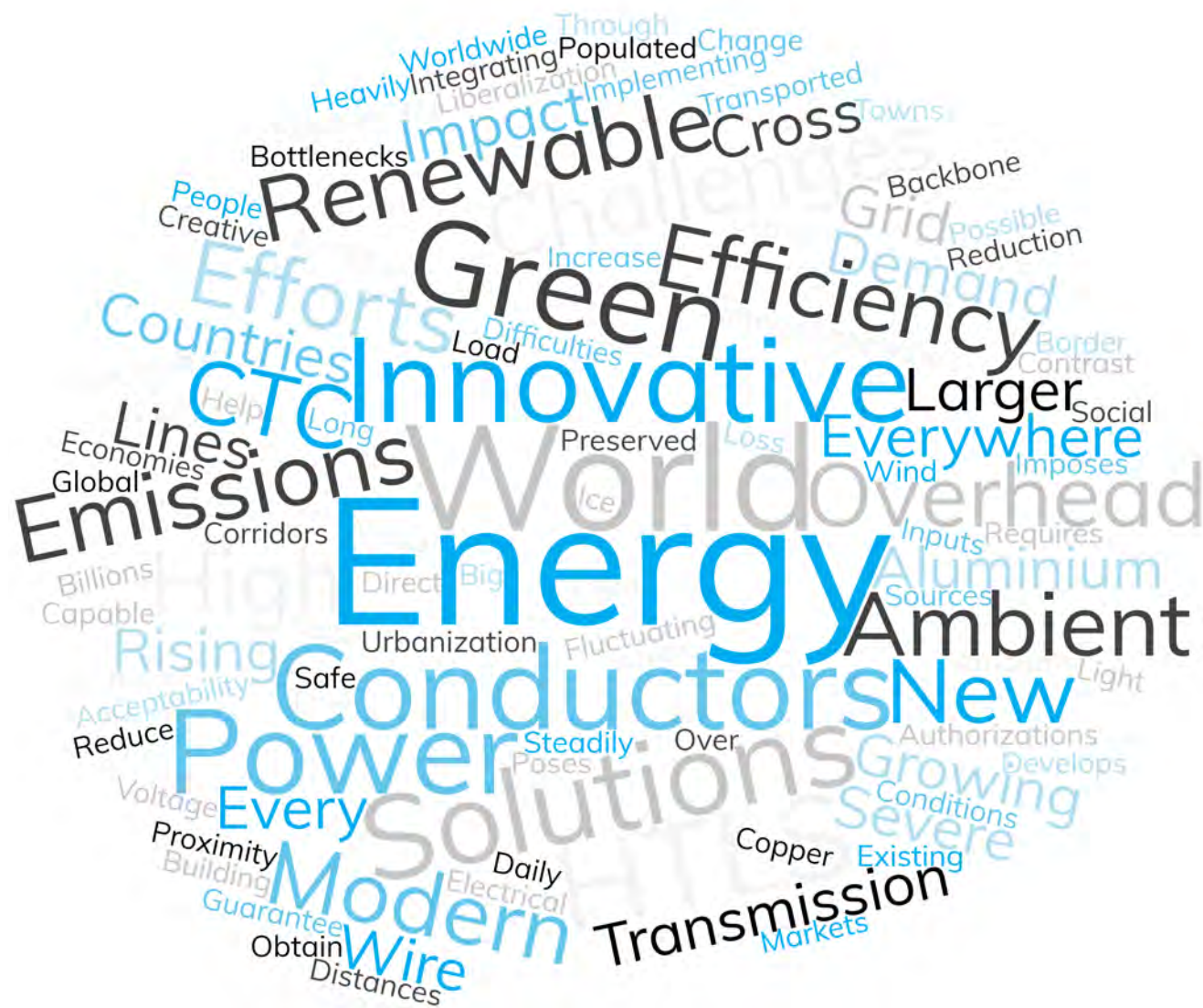


DEANGELI
PRODOTTI



**Little Book of our
Corporate Culture**



DEANGELI

PRODOTTI

every wire, everywhere.



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Viale dell'Industria, 1 - 35023 Bagnoli di Sopra (PD)

www.deangeliprodotti.com



OUR FINGERPRINT

What we are and
what we aim to be



We have our good reasons to write this document down

For years we have been working hard to build and define a
distinctive culture of our organization,

representing

a **conscious** heritage,

clearly **visible**,

and **tangible**,

available to all our employees and partners,

so that it can

help us to **attract and motivate** the best talents,

to **explain who we are** and what to expect from us

to customers, suppliers, banks,

to direct the collective behavior of the team

towards **our long-term vision**.

Netflix and Bretton Putter

INNOVATION THESIS

A vision that leads us

De Angeli Prodotti is at the forefront of a **GREEN REVOLUTION** to save the Planet. **ENERGY TRANSITION** helps **DECARBONIZATION**, requested **WORLDWIDE** to mitigate **CLIMATE CHANGE**, involves substantial investments in **RENEWABLE ENERGY**, and poses the challenge of **ELECTRIC MOBILITY**.

CONNECTION of **MULTIPLE INTERMITTENT ENERGY SOURCES** requires a **MORE INTEGRATED, SECURE** and **FLEXIBLE POWER GRID**.

DIGITALIZATION is an enabling and pervasive technology.

All above while in **DEVELOPING COUNTRIES**, a **GROWING SHARE OF POPULATION** has access to **ELECTRICITY**!

OUR GOALS ARE CLEAR

Our team has always worked to achieve certain goals.



Most Innovative in the World for Overhead Lines!



More and More **High Technology** Products for **Windings!**



Efficiency and Service for Mass Market Products!

MOST INNOVATIVE FOR OVERHEAD LINES



HTLS Conductors



ACCM

Aluminium Conductor Composite Multistrand



ACCS

Aluminium Conductor Composite Single



ACCS-Sens

Aluminium Conductor Composite Single
With monitoring system



GOALS

**HIGHEST TECHNOLOGY
FOR WINDINGS**



Aluminium CTC

Kapton® Wrapped

GIANT CTC

LITZ Wire

Fiberglass



GOALS

EFFICIENCY AND SERVICE FOR MASS MARKET

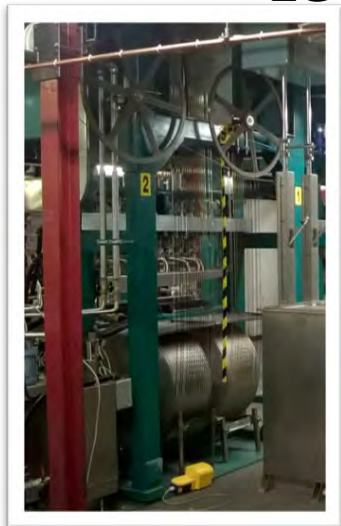


Internal Energy Production

**Safety and Consignment
Stock**

Lean Organization

Investments



GOALS

OUR VALUES ARE SOUND

Our corporate culture is based on some
fundamental values,
to which our **people** are faithful,
that pervade the entire **organization**
and find full expression in our **products**.

**Our values are
the core of our company.**



RESILIENCE



BALANCE



INNOVATION



QUALITY

We chose
after long debate
5 fundamental values

TEAM SPIRIT



The values have to become behaviors

A good culture based on **strong values**
is not alone guarantee of good business.

In other words, **culture is the basis of success**
but does not produce it.

For corporate culture to make a difference,
the proclaimed values must take shape and substance
in **behaviors**
and in **skills**.

The values put into practice

The values must
be really **put into practice**,
recognized,
and rewarded
at all levels of the organization.



VALUES

INNOVATION



Socrates

“

“An unexamined life is not worth living.”

Challenge **with no awe** the
prevalent technical and commercial as-
sumptions

Maverick

Add value to your
product **day by day**

Mastro Geppetto

Disassemble and
assemble major projects in
small parts looking for practi-
cal solutions

Lego Man

Work with **the best**

Steve Jobs

When you're back,
take a leap forward

Steve Jobs

You don't want to leave
without leaving **a trace**

Elon Musk



VALUES

QUALITY



"Our great mistake is to try to exact from each person virtues which he does not possess, and to neglect the cultivation of those which he has."

Marguerite Yourcenar

You don't stop to symptoms but you identify underlying causes asking yourself **at least 5 Whys**

Toyota

Think of **good products** and solutions for the customer, not of big profits

Family man

Meticulously build quality **day by day**, on good and bad days, and feel **personally responsible**

Starred Chef

Understand what needs to be done right now and what can you improve later

Make the concierge proud because you keep everything clean

Mop

VALUES

RESILIENCE

“

“When the sea is calm, everyone is a sailor.”

Popular saying



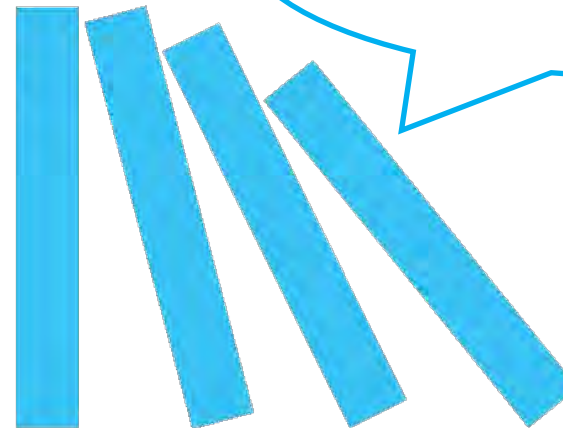
You are tenacious:
persevere days, months, years
without giving up

Alex Zanardi



Keep **calm and think straight** in
stressful situations supporting
those around you

Mr. Wolf (Pulp Fiction)



You always show your face

Skin in the Game (Taleb)

VALUES

BALANCE



“

“Festina lente”

Augustus

You know you can make **wise decisions** even if you don't have all the information and time you want

Churchill

Act **with caution**

Augustus

You're ready for action and don't fall in the **analysis/paralysis trap**

Clint Eastwood

Keep the company **simple, ultra-flat and concrete**

Kiss, Keep It Simple Stupid

Act with **conscious reference** to the **company values** and to achieve long-term vision

Just **take the smart risks**, avoid those fools

Mike McDermott— not Lester “Worm” Murphy

VALUES

TEAM SPIRIT



“

“Zero tolerance for bullshit”

Marchionne

You are glad to contribute to **mixed groups** outside your specialty

Ajax '70

You are an inspiration to others with your **great commitment and listening will**

One of us

You fight bureaucracy and any rigidity, politics, mediocrity that infect organizations

Entrepreneur

You share information openly in verbal and written form, in an articulate and concise way

Lutero

You are always Open: Open Space,
Open Minded,
Open Innovation,
Open Doors *Pannella*

You **trust** others, **delegate** a lot, leave **room for young people** and encourage them



VALUES

In the office building we have created a dedicated area to give voice to our Corporate Philosophy. We have not been short of commitment and imagination, and in a **museum-like way** we have exposed for all our colleagues and customers the main key points about our identity and direction: **who we are and where we go.**



VALUES

We have summarized here our innovative management code

DECALOGUE OF ORGANIZATIONAL BEHAVIOR

1. TRUST

Put full **trust, trust, trust** in the whole team, from the youngest to the oldest members.

*"Human beings should be treated as an **end** in themselves and not as a **means** to something else"*

(Immanuel Kant)

2. DELEGATION

Because you trust people, **support the intelligence of your colleagues** and
extend delegation to boost initiative.

(3m's Boss William McKnight)

3. SELF-DISCIPLINE AND PERSEVERANCE

Such a broad delegation requires self-discipline: train it!

Persevere days, months, years, decades with consistency.

"Perseverance is human" (Pietro Trabucchi)

4. SAY NO TO BUREAUCRACY!

Despise and **fight bureaucracy** like arthritis and don't get lost in stupid details.

"Zero tolerance for bullshit" (Marchionne)

5. CHALLENGE

Share with colleagues and enjoy the **TASTE OF THE CHALLENGE:**

don't be afraid to make mistakes, think big and aim high.

"Big Hairy Audacious Goals" (Jim Collins - Good to Great)

6. COMMUNICATEEE!!!

Communicate to everyone at least **7 (seven/00)** times, **transparent** and straight to the point, **listen double**, then start over again.

Wise Man

7. MIXED GROUPS of Problem Solving

Create small, **well-assorted groups (A3)** that, **without** needing useless **hierarchy**, **concretely tackle the problems.**

“Getting the right things done” (Pascal Denis A3)

8. SIMPLE AND FLAT

Keep the company **simple, ultra-flat and concrete.**

Keep It Simple Stupid, Kiss (Kelly Johnson)

9. DO THE SAME AS AUGUSTUS

Act without delay but with caution: **do – correct – adjust the shot.**

“Festina lente” (Augustus)

10. THE MANAGEMENT OF THE FUTURE is not a dream

Passion 35% + Creativity 25% + Initiative 20% + Intellect 15% + Diligence 5%
+ **Obedience 0% = 100% Value**

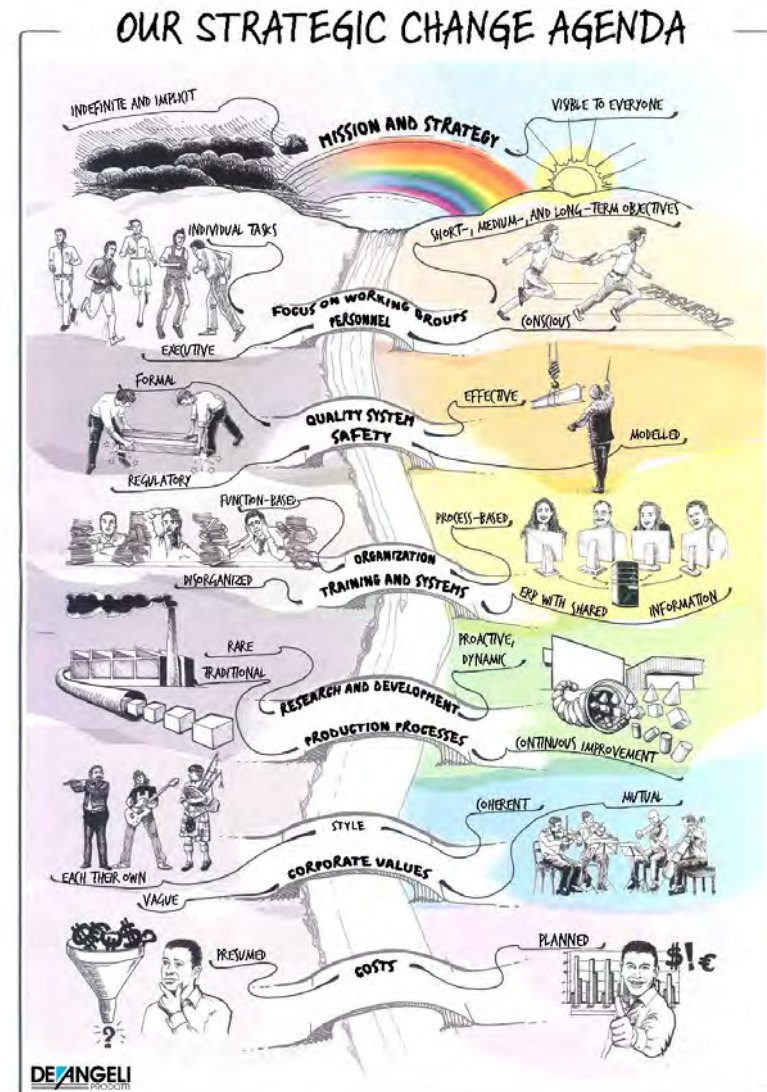
(Gary Hamel)

AND AT THE END REMEMBER: WE LIVE FOR THE CLIENT!

The whole team works for the customer, but watch out:

On the pitch since always,
on the road since 1995,
on the run since 2007!

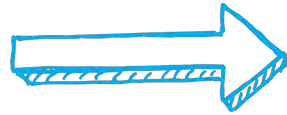
The Strategic Change Agenda in 2007 set in motion a revolution in many areas, moving us from the gray and boring bank of the river to the **green, creative and fun one**.



ORGANIZATION

The Organizational Modernization has repositioned the company without sparing any business sector.

From traditional products with
pyramidal organization
and executive behaviors



To **high tech products** and
flat learning organization,
continuous improvement,



In other words we gave birth to a **Global Lean Mentality**

We have **put EVERYTHING in the catalog**,
when we talk of conductors for power transmission!

Year after year, innovation after innovation,
faithful to our **First Strategy Line**:

**The most innovative in the world
for Power Transmission Conductors**

we have developed a **complete range of products**
that puts us at the forefront of our competitors.

Take your choice!

STANDARD PHASE CONDUCTOR

FOR POWER LINES
AND RAILWAYS



CU

Cu-Ag
Cu-Mg
Cu-Sn



AAC

AAAC



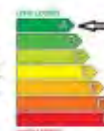
ACSR
AACSR

- AW
ACS Core



AAAC-SHC

Low losses



OPPC

GROUND WIRE



ACS



OPGW

SMART CONDUCTOR

For distributed
real-time power lines
monitoring system



HTLS CONDUCTOR



INVAR CORE

LOW SAG
DOUBLE AMP
EASY INSTALL



ACSS

LOW CREEP
REDUCED VIBRATION
LIMITED COST



GAP-TYPE

NO CREEP EFFECT
HIGH PERFORMANCE

SPECIAL HTLS CONDUCTOR



ACCS

Aluminium Conductor
Composite Single



ACCS-SENS

For monitored installation



ACCM

Aluminium Conductor
Composite Multistrand

FLEXIBLE
SAFE
POWERFUL
STRONG & LIGHT

EPSILON CABLE
The alternative

HVCRC®

High Voltage Composite
Reinforced Conductors

SURFACE TREATED CONDUCTOR



COLOURED

Low visual impact



SANDBLASTED

Low corona effect



ANTI-ICE

Coated

Wire Shapes



ROUND



TRAPEZ.



Z



Customized
Shapes

We have developed conductors suitable for
all types of electrical machines,
able to improve their reliability and performance.

Motors, transformers, generators, e-mobility powertrains,
high frequency applications!

A complete portfolio of **High Tech** Magnet Wires,
capable of responding to all the future challenges
of the World of Energy and E-mobility.

Choose your wire!

ELECTRIC MOTORS

PUMPS
DRIVES
INDUSTRIAL

THERVEST

H 180°C

BONDVEST

200

220

Corona
Resistant

HIGH PERFORMANCE
COPPER WIRES

SOLVEST

F 155°C

HS 180°C

SOLDERABLE
COPPER WIRES

ADHEXAL

H 180°C

200

220

HIGH PERFORMANCE
ALUMINUM WIRES

TRANSFORMERS

POWER - DISTRIBUTION

CTC
Continuously Transposed Cable

FROM 5 TO 65 STRANDS
LOW THICKNESS ENAMEL
RADIAL BONDING
NETTING
MULTIPLE CTC

**WRAPPED
CONDUCTORS**

HIGH PERFORMANCE
TAPES
ENAMEL COATING
DIAMOND-DOTTED
TAPES

**EXTRUDED
CONDUCTORS**

PPSU
SOLVENT FREE

MULTIPLE WIRES

RADIAL & AXIAL
COUPLING
SPECIAL CONFIG.
FOR SHELL-TYPE
WINDINGS

**FLEXIBLE
CONDUCTORS**

CU AND AL
FOR WINDING
CONNECTIONS
STD & CREPE PAPER
UP TO 630 mm²

LARGE MOTORS AND GENERATORS

MICA

LOW DIELECTRIC
LOSSES
HIGH CORONA
RESISTANCE

GLASS FIBRE

BARE OR ENAMELED
HIGH MECHANICAL
RESISTANCE
MULTIPLE WIRES AVAILABLE

POLYIMIDE - FEP

HIGH ADHESION
AVAILABLE WITH GLASS
HIGH DIELECTRIC
RESISTANCE

LITZ WIRES

HIGH PERFORMANCE POWERTRAIN
CHARGING STATION
RENEWABLE ENERGY
INVERTER TECHNOLOGY
FOR DATACENTER UPS

E-MOBILITY

AUTOMOTIVE
POWERTRAIN

ENGINEERED
FOR HAIRPIN CONSTRUCTION

GUARANTEED THICKNESS

GUARANTEED BDV

RESISTANT TO
PARTIAL DISCHARGES

PEEKVEST

THERVEST 240

THERVEST 220

POLYIMIDE - FEP

240° C

FROM 0.05mm CU!

WORKS IN HF

ROUND OR FLAT

CU AND AL

OXIDIZED



Which destination for our products?

Our bare conductors for Overhead Lines are everywhere:

- for new transmission lines and repowering of existing lines
- for energy distribution
- for the electrification of railways

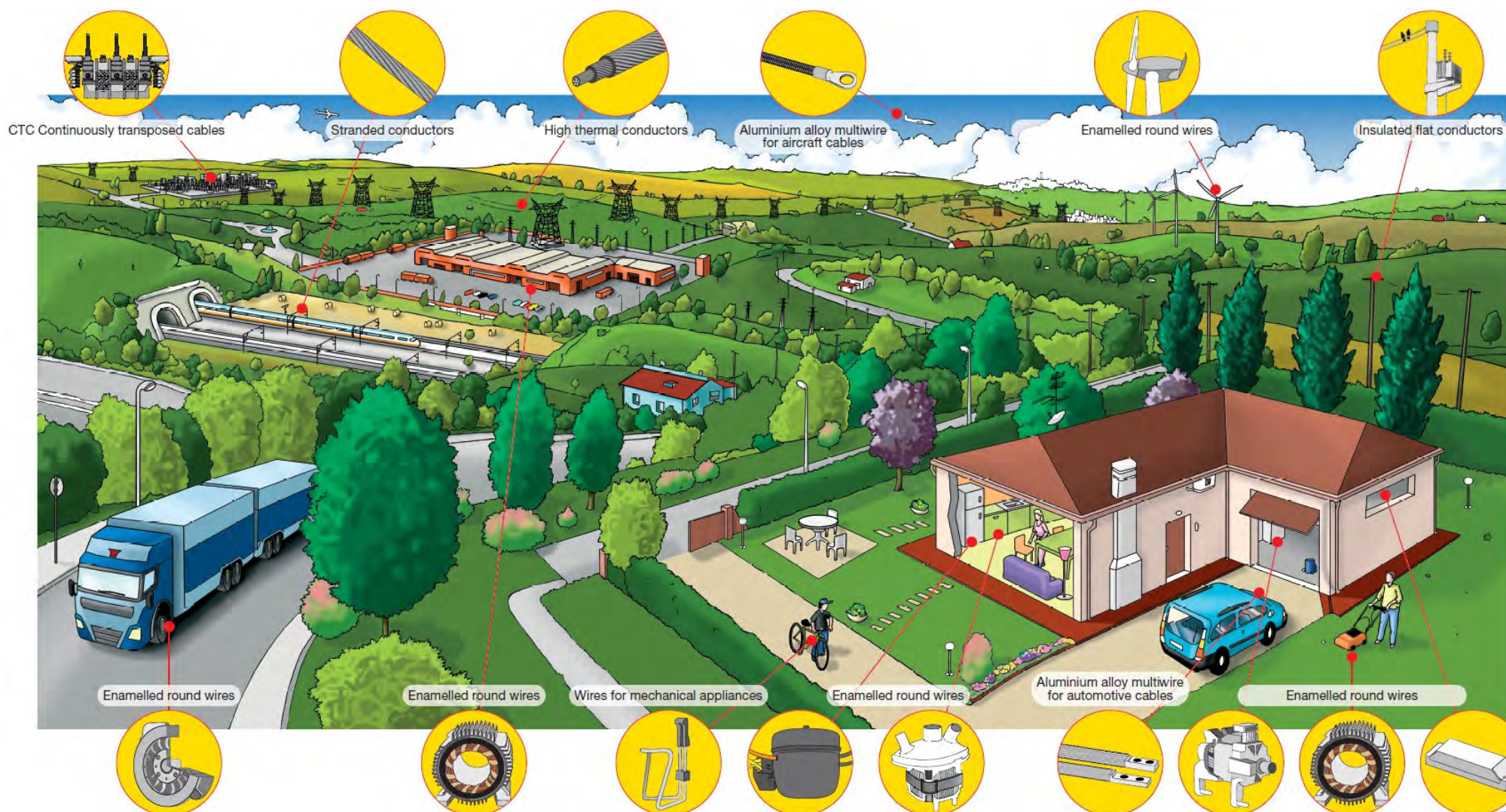
Our magnet wires are needed:

- for electric motors and compressors
- for generators
- for power and distribution transformers
- and for the growing e-mobility industry



THE PRODUCTS

... they are present in every area of the Energy Sector!
every wire, everywhere.


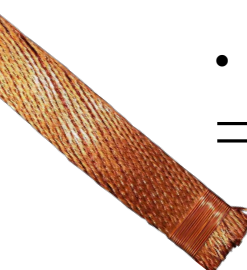


THE PRODUCTS

What do we offer to our customers?

We don't want to (necessarily) **sell** our products.

We want to understand what it takes to find the best solution together
(JOB TO BE DONE).

- 
- 
- There's a need to repower **transmission lines** with light and safe **High Temperature Conductors**?
⇒ **Here we develop our ACCM:**
a compact 7-wire carbon fiber core, high temperature Aluminium-Zirconium alloy and related fittings.
 - There's a need for a magnet wire to wind a **very high frequency motor**?
⇒ **Here we develop a flat compact Litz cable** with flash-enameled, capillary wires, with filling rate > 80%.

And so on... **TAILOR MADE**

... an advanced Customer Relationship Management

We build with patience **long-term personalized relationships**

We study together with the customer **all key points**, benefits and problems of their specific needs, in order to guarantee answers at all technical and commercial levels:

- **Compliance with specifications**
(physical and documentary)
- **On Time Delivery (OTD)**
- **Personalized solutions**
- **Clarity of communication**
- **Timely and accurate after-sales assistance**



SALES

Over time we have built an extensive customer network...



SALES

Bare conductors for overhead lines

... in continuous expansion

came
YOUR PARTNER FOR ELECTRIC MOTOR COMPONENTS ///

**TAMINI
GROUP**

Askoll

ABB



GETRA
MATCHING ENERGIES

TECNOLOGIE PROFESSIONALI
System P
SRL

SGB
STARKSTROM

KONČAR

SIEMENS

TELWIN

MarelliMotori

Nidec
All for dreams

DAB
WATER • TECHNOLOGY

Conductors for electrical windings

SALES

We have built an army of Problem Solvers

gathered together in small A3 groups...

DE ANGELI PRODOTTI A3-T

Focus: _____ Responsabile: _____
Data: _____ Team: _____

CONTESTO	CONTROMISURE PROPOSTE																																																								
SITUAZIONE CORRENTE	PIANO DI AZIONE																																																								
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AZIONI	RESPONSABILE	A	S	O	N	D	G	F	M	A	M	G	L																																												
ANALISI DELLE CAUSE	CHECK, FOLLOW-UP																																																								

DE ANGELI PRODOTTI

Focus: _____ Responsabile: _____
Data: _____ Team: _____
Reparto: _____

1. DIAGRAMMA DI ISHIKAWA (4 M)

Manodopera, Metodo, Materiali, Macchine

PROBLEMA

Scale formata da: _____
Team di lavoro: _____
Oggetto dell'analisi: _____

Max 3 da scegliere tra quelli precedentemente elencate:

CAUSE PRINCIPALI

AZIONE

PIANO DI REALIZZAZIONE

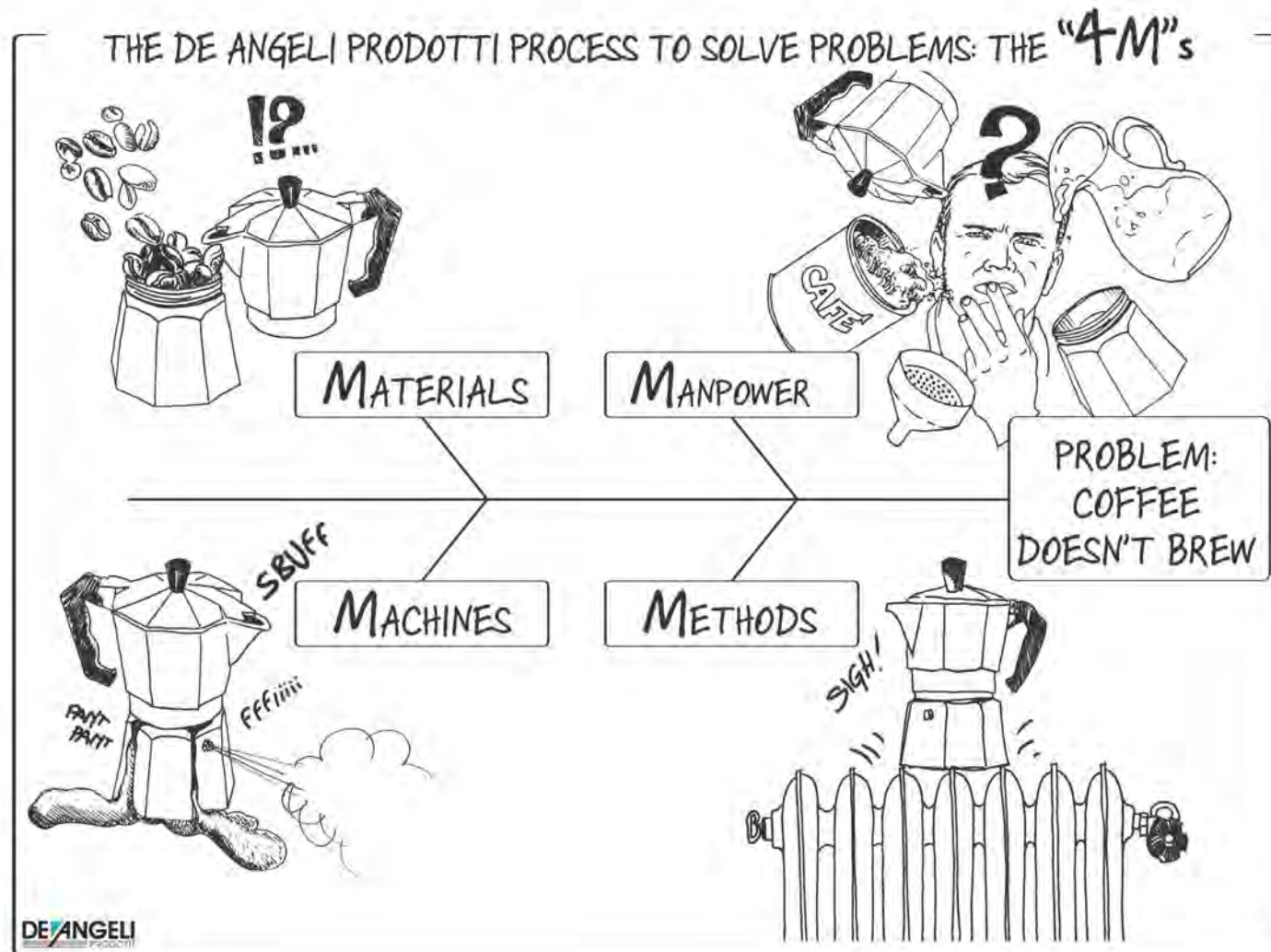
ENTRO IL _____

NOTE

www.deangeli.com

PROCESS

...to hunt for the root causes of every problem



PROCESS

We have explicitly put
Safety First

Our mottos are:
SAFETY FIRST
Safety starts with me

And one month a year we all go to the DOJO for a refresher



SAFETY

The Dojo is always **SOLD OUT**

Dojo (道場 dōjō):

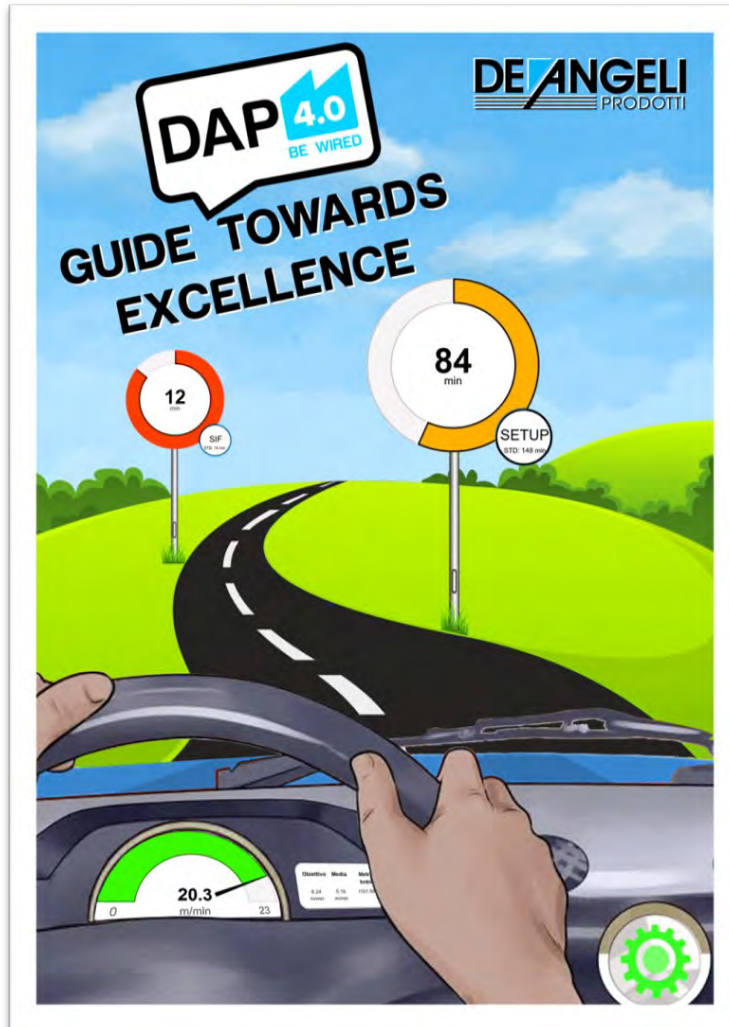
It's a Japanese term for the place where martial arts training takes place.

Source: *Wikipedia*

In the **Dojo** we learn **together**:

to work **safely** and to **respect the environment**, applying the most **advanced organizational models**, to make energy more **modern** and **sustainable**.

We put people at the center of our Industry 4.0 project...



DE ANGELI
PRODOTTI

LE PERSONE
AL PRIMO POSTO!

DAP 4.0
BE WIRED

faccio il mio lavoro da protagonista

Secondo uno **standard** che mi è chiaro in ogni dettaglio: setup, velocità, fermate... sono sempre sotto i miei occhi!

Sono io che guido.

In ogni istante conosco l'avanzamento della produzione

Posso **pianificare** le mie attività:

- La bobina sta per terminare, devo prepararmi?
- Cosa posso fare per agevolare il lavoro del mio collega?

Collaboro e condivido.

Obiettivo	Media	Media in bobina
15.15	17.37	1742.00 m
100%	100%	

Valuto in autonomia e discuto in tempo reale le difficoltà con il capoturno

Le cose non vanno secondo gli standard perché... manca un attrezzo!

La produzione non avanza come previsto: chiamo la **manutenzione**!

Lo standard previsto non tiene conto di tutti gli elementi: rivediamolo!

Valuto e discuto.

Analizzo la situazione giorno dopo giorno

Con la conoscenza dettagliata del **processo**:

- Contribuisco attivamente **perfezionando** gli standard.
- Assieme ai colleghi suscito il **miglioramento continuo**.

Partecipo!

Every wire, everywhere.

www.deangeliprodotti.com

PROCESS

...so that all the workers in the factory
become protagonists

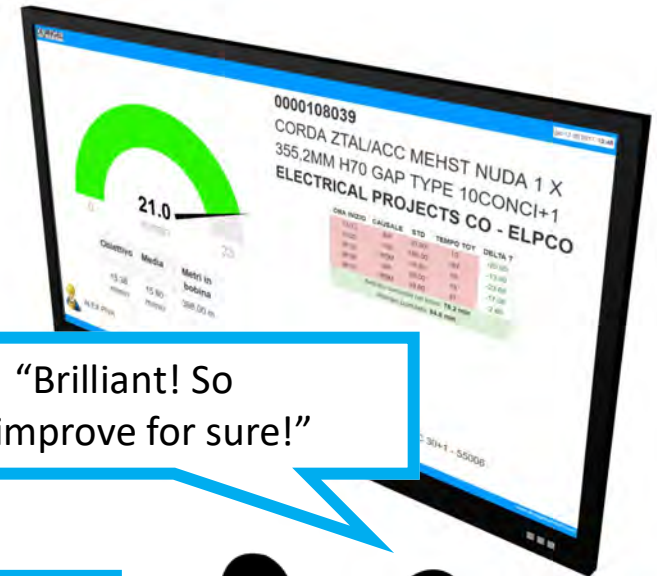
"I waste time because I don't have
the tools at hand!"



"Right! Let's put

"Brilliant! So
we improve for sure!"

"I got an idea... what do you say
if...?"



PROCESS

For the sake of transparency every month we write all the important things in a Newsletter

We write everything, absolutely everything!

And every colleague with the curiosity to read it has an **overview** equal to that of the president.

COMMUNICATION



We do not leave anyone alone!

We have a monthly program of **awards for the most ingenious ideas of improvement** called **IDEAngeli**



It serves to:

- **Improve** products, processes, work environment and safety with everyone's help
- Give everyone the opportunity to **show off their talent** and make a career



CONTINUOUS IMPROVEMENT

Continuous improvement has become a vocation for someone in our company

A nice team of experienced and patient people, who come from all areas of the organization:

- looks at all processes with a critical eye
 - manages **Kaizen events** in the factory and offices
 - develops the **skill matrices** for each colleague
 - creates **clear** and **friendly procedures** that support each competence required
- does **continuous training** to help everyone reach the highest level of skill

Our CONTINUOUS IMPROVEMENT TEAM continues to grow...



CONTINUOUS IMPROVEMENT

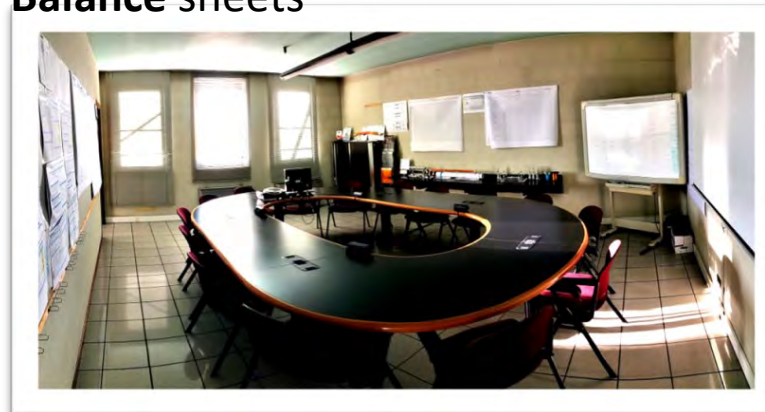
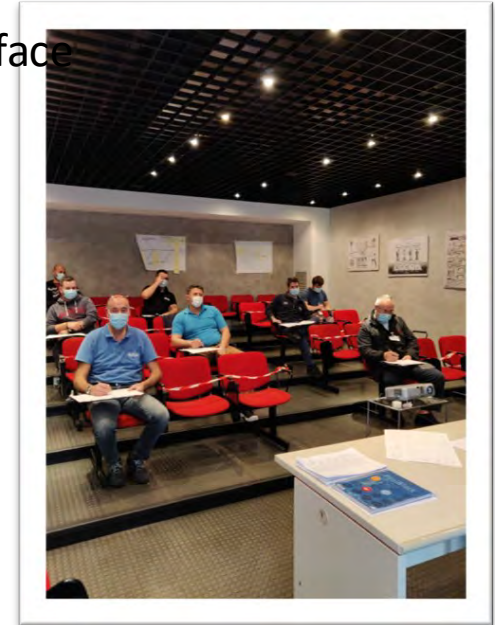
Some smart examples...

We do **Flash Meetings** and a short **morning reunion** (every morning!) **involving everyone**:
in order not to make the problems old,
them immediately on the spot,
attack them as they are still little

we face
to

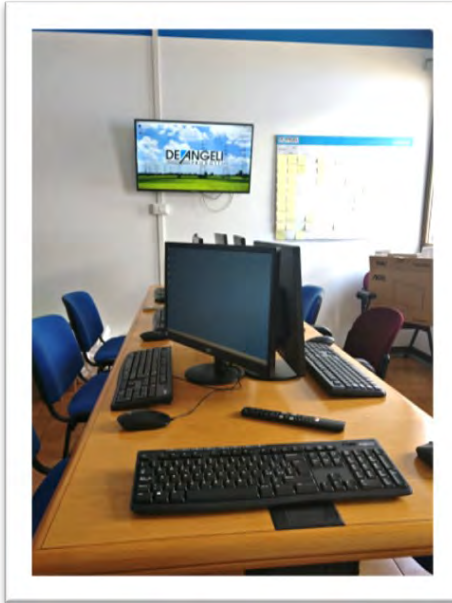
Our ancestors would say: *hic et nunc*

We have a **Control Room open to everybody**, where you can see
the company under X-rays:
the **strategy** explained easy
our detailed **projects**
budget and reports in real time
P&L and **Balance** sheets



MANAGEMENT

...and that's not enough.



In another Control Room we regularly carry out
Stand-up Meetings for the over 80 projects of
Investment,
Improvement,
Organization
that we have in progress today.



Last but not least: we make a good
TPM (Total Productive Maintenance)

Training is never enough (and involves everyone)

We stop our machines to train our people, I'm not kidding!

We participate in frequent and various internal and external courses, including the famous *"soft skills"* (i.e. learning to treat others) and everyone that has gone to the course then makes a concise edition for interested colleagues.

The motto is that **at least one beautiful thing we learned in the** **course we do in the company.**

Francesco's gate



The "3 breaths" of Andrea...



TRAINING

A few little joking examples... :-)

Did Francesco learn that **the customer gets 80% of their opinion on the company in the first 3 minutes?**

⇒ Here we **repaint the gate a beautiful corporate blue.**

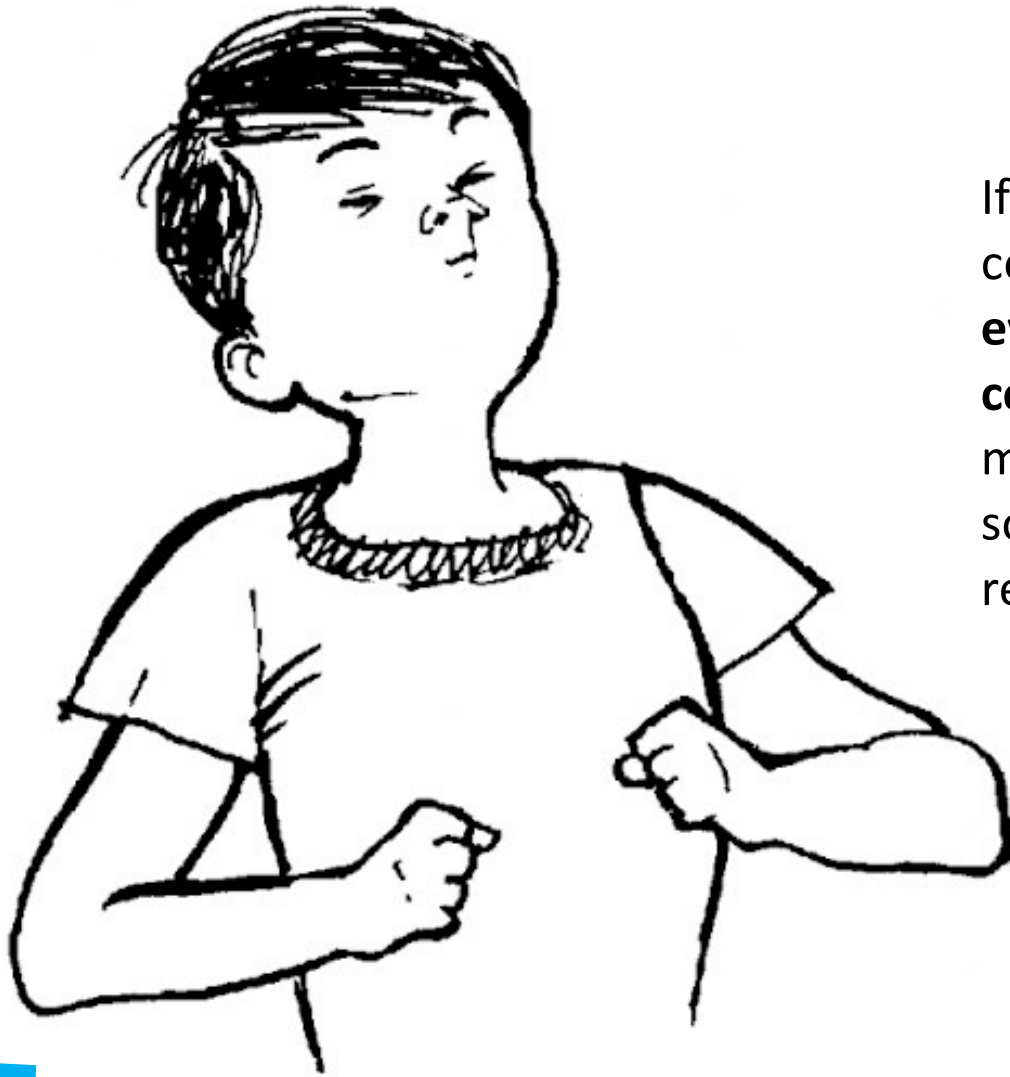
Had Andrea learned that the **Amygdala pushes us to hasty reactions?**

⇒ Here we are careful to take **three deep breaths before reacting.**

- ◆ Some colleagues went to a course to stop arguing but it wasn't enough... it's just for laughs :-)

Keep in mind that **all the contents of the courses are stored in a DMS**,
our state-of-the-art Document Management System,
available to all those who want to know more.


A clarification at this point



If by chance you looked at the company and you should realize that **not everything is fully completed** as it is written in this document, pay attention that somewhere above it is written that culture is:

What we are and
what we aspire to be

TO BE AND TO BECOME



In short, it is substantial but it is
also **ASPIRATIONAL**

It links the Past with the Future

In a week it will surely be better.

TO BE AND TO BECOME

The growing role of our Technical Team

Products,
Processes,
Management Training Ground.

So that's it:
the company is rapidly evolving and the culture is leading us
to where we decided to go.

Many years ago the chief engineer was 80 years old and he was a team on his own.

The new Chief Engineer is less than 40 years old and has been leading a growing group of engineers in their twenties and thirties for more than a decade who:

- are developing the product portfolio towards **High Tech**
- are redesigning and **industrializing the production processes**
- are representing **the future of the factory** as the glorious old guard approaches retirement.

All while they learn our Corporate Culture.

RESEARCH & DEVELOPMENT



What awaits the young engineer/technician who enters the company

Immediate **Freedom** and **Responsibility**

Complete management of development projects from A to Z:

- in contact with the **customer**
- with the material **supplier**
- in the factory **with the workers to *prototype***

Logically with the support of a team full of enthusiasm and skills.

It is scary, and not for everyone, but
an engineer in our company **learns in 2 years what in a typical**
bureaucratic-multinational-hyperspecialized **giant learns in 20 years.**

Therefore we need **smart and courageous people** to whom in return
we offer great room for human, organizational and professional growth.

PROFESSIONAL GROWTH

How the company grows its talents

We have a strong idea!

All the managers come from within, and have done their job, so they know their stuff very well!

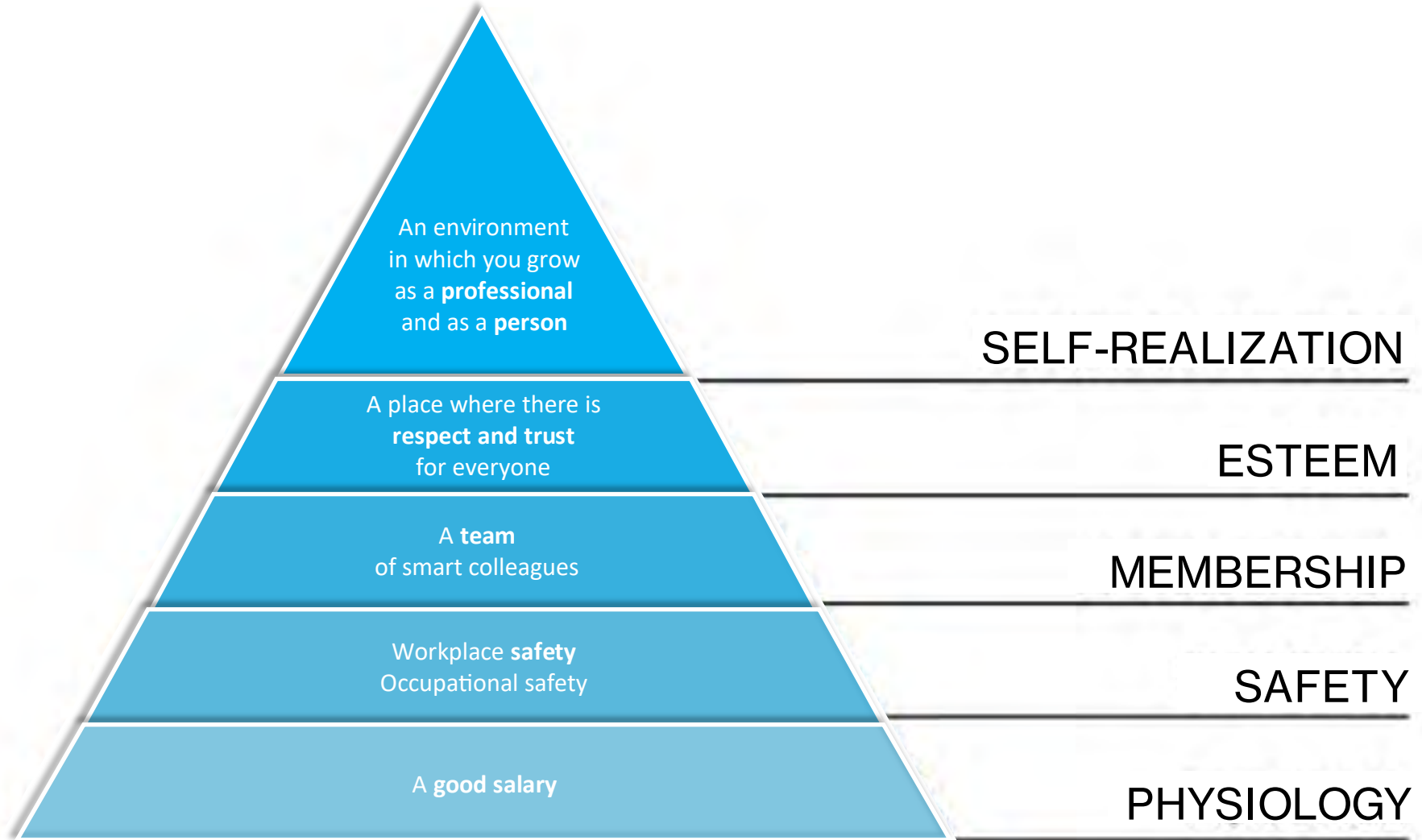
- The **sales manager** was born as a technical employee, then quality manager, now he discusses contracts worth tens of millions of euros.
- The **export manager** was a worker in the factory, then quality manager, now he runs 100.000 km/year, and the **sales manager for Italy** is no exception.
- The new **production planner** is a young man who has just left the factory.
- The future **manager of the wire drawing department** comes from the worker-shift supervisor progression.
- The new **manager of the Litz department** was a worker at the Transposed Cable.
- The current **quality manager** comes from the technical office...

And so on, but it's all like this, believe it:
whoever has talent with us at the first good opportunity makes a career.

PROFESSIONAL GROWTH

What the company offers you

A complete and balanced response to all your expectations



MASLOW'S PYRAMID OF NEEDS (1954)

PROFESSIONAL GROWTH

We take Article 3. of the Italian Constitution seriously

Art. 3



All citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinions, personal and social conditions.

It is the duty of the Republic to remove the obstacles of economic and social nature which, by limiting the freedom and equality of citizens, prevent the full development of the human person and the effective participation of all workers in the political, economic and social organization of the Country.

In De Angeli Prodotti everyone is welcome.

PERSONNEL MANAGEMENT

We pay attention to all the important issues of business activity and have certified our organizational system in various areas

ENVIRONMENT

ISO:14001
Environmental management



QUALITY

ISO:9001
Quality management



AUTOMOTIVE

IATF 16949
Automotive



SOCIAL

SA8000
Social responsibility



SAFETY

ISO:45001
Safety management



ENERGY

ISO:50001
Energy management



CERTIFICATIONS

In order to improve ourselves we have obtained the
SA8000:2014 Certification
 Corporate Social Responsibility



CERTIFICATIONS

8 PRINCIPLES FOR AN ETHICALLY CORRECT COMPANY

1	CHILD LABOR	The organization must not be found using child labor , as required by current legislation.
2	FORCED AND COMPULSORY LABOR	No use of forced labor , people should be recruited of their own accord .
3	HEALTH AND SAFETY	Each workplace should make provisions for the health and safety of workers. This includes access to medical care, prevention of accidents, hygienic workplace, among others.
4	FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING	Organizations must respect the right of employees to form and join trade unions of their choice, without discrimination for members and representatives.
5	DISCRIMINATION	The organization should not make discrimination in the following areas : race, colour, nationality, religion, ideologies, trade union membership, recruitment, gender.
6	DISCIPLINARY PRACTICES	Every worker should be treated fairly and humanely . No abuse of employee, harsh punishment or corporal punishment should be permitted.
7	WORKING HOURS	The organization just complies with the standard working hours , according to National Contracts. No overuse of workers or overtime is permitted.
8	REMUNERATION	Appropriate wage should be allotted to employees, according to National Contracts , and overtime hours should be remunerated .

The company is fortunate (so far) to grow and hire

Who do we select?

We have a small commission, of which the president is always part for all levels (worker, technical, commercial, ecc.) that interviews all new candidates:

**We are looking for people who,
after half an hour of conversation,
we understand that it would be nice to have them on the team.**

**Who makes a career?
The responsible person.**

The responsible person...

Motivated, disciplined and strongly determined

He does not run away from problems and takes charge of them

He supports colleagues and is an example for them

He keeps calm and clear in difficult times



PERSONNEL SELECTION

... follows Seneca and Marcus Aurelius

- Avoid hasty reactions
- Remind yourself of the impermanence of things
- Choose goals in your power to obtain
- Be virtuous
- Pause and take a deep breath
- Put problems in perspective
- Speak little and well
- Choose your company well
- Respond to insults with humour
- Do not talk too much about yourself
- Speak without judging
- Reflect on your day that just passed by

How to be a Stoic (M. Pigliucci)

Certainly not easy... :-/

PERSONNEL SELECTION

An organizational trait has risen to be a symbol of our culture: the **Open Space**

**The deep meaning of Open Space
is precisely the word “Open”**

You are always OPEN

Open Space

Open Minded

Open Innovation

Open Doors...

A photograph of two men standing outdoors. The man on the left is wearing a dark blue hoodie and light blue jeans with a tear on the knee. He is gesturing with his right hand. The man on the right is wearing a green hoodie and light blue jeans, seen from the back. They are standing next to a wooden planter box filled with green plants. In the background, there is a blue building and a closed white patio umbrella.

We even pulled down the walls if by chance anyone did not understand the concept correctly.

CORPORATE CULTURE



And no one should be afraid of making a mistake

“Ma Nino **non aver paura**
Di tirare un calcio di rigore
Non è mica da questi particolari
Che si giudica un giocatore
Un giocatore lo vedi dal **coraggio**
Dall’**altruismo** e dalla **fantasia**.”

“Nino **don’t be afraid**
To kick a penalty
It is not from these details
That you tell a player
A player you tell from **courage**
From **altruism** and **fantasy**.”

La leva calcistica della classe '68 [The football class '68] (F. De Gregori)

CORPORATE CULTURE





DE  **ANGELI**
PRODOTTI
every wire, everywhere.

