



## POLICY AND VALUES

Barberi Rubinetterie Industriali® is a family-owned company which, for more than 60 years, has been developing, manufacturing and distributing valves and components for heating, plumbing and sanitary systems as well as for industrial and agricultural applications. It is also renowned worldwide as a manufacturer of components and accessories for transformers and electrical machines.

Barberi® distributes its products across Italy and all over the world through a direct sales network, with external collaborators in several European and non-European countries.

The entire production process, from raw material to finished product, is carried out in-house according to the highest standards of quality, occupational safety, environmental protection and production efficiency, ensuring that products are truly and effectively *Made in Italy*.

The company has its headquarters in the municipality of Valduggia, in the heart of an industrial area dedicated to mechanics and treatments applied to the valve sector, right next to the Monte Fenera Nature Park.

By keeping in contact with many international customers, Barberi Rubinetterie Industriali® sees itself as a natural advocate for the dissemination of knowledge and the improvement of the industrial, social and economic situation of the area in which its departments are based.

With a view to achieving total quality, the environment and its impact on the social, political and economic fabric is also of key importance. In fact, it considers natural resources as a collective asset, and the same goes for occupational health and safety issues. As a result, **Barberi®** has decided to make a conscious effort to protect and respect the environment with the aim of improving its environmental performance, especially when it comes to decarbonisation, optimising energy and water consumption, and preventing pollution locally.

Barberi® is continuously researching new technologies, processes and solutions in order to ensure that all compliance obligations (mandatory and non-mandatory) applicable to the company or to its products (ex. Conformity to 2014/68/UE CE PED Directive) are met in an effort to achieve continuous improvement, with a special focus on environmentally sustainable design and the company's impacts arising from product use and end of life.

Quality, flexibility and professionalism are the cornerstones upon which Barberi® has based its work, while the quality of its products and customer satisfaction, health and safety are the result of its commitment.



The working relationship with its employees is based on mutual trust, loyalty, transparency and cooperation in order to tackle the challenges posed by the market on a daily basis.

Each person is an integral part of the production process and should be committed to ensuring product quality. In order to achieve this, the Management provides suitable training for its employees, helps them develop their careers and prevents discrimination and harassment, as well as prohibiting child and forced labour.

Barberi® relies on external collaborators and suppliers who also come to embrace its rules and work ethic, professionalism and cooperation; even the smallest of details must meet the quality standards adopted and comply with current legislation.

Every stage of the production process must comply with occupational safety standards, with a focus on workers' health and working conditions.

All external suppliers are considered employees of Barberi®, which is why they are expected to loyally and professionally observe the environmental, health and safety, and ethical policies adopted by the company. Suppliers are also required to share policies on REACH, ROHS and Conflict Minerals issues.

The Barberi slogan was presented to all internal and external collaborators, and is a pun derived from the English pronunciation of the “B” logo of Barberi®, namely PROUD TO B “**L'Orgoglio di Essere Barberi**” (Proud to Be Barbieri), which means feeling part of the Barberi world, accepting and applying what is described in this document and being proud to be part of this group: this is the concept behind the slogan. The “**Proud to B**” world begins to take shape with those who already work with the company, but in the future, it will also extend to everyone who comes along and, especially, who wants to share it: customers, groups, installers or anyone who wants to embrace the Barberi® cause, sharing its commitment, principles and team spirit.

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La Direzione



(Francesco Barberi)