

VIR Valvoindustria Ing. Rizzio was established in 1971, thanks to the action of Eng. Savino Rizzio, over the basis of an existing company active for decades in the market of industrial valves and taps.

VIR, with an admirable synthesis of tradition and passion, experience and competence, intuition and innovation, has managed to become an international leader in the production of valves, exporting them all over the world, establishing itself for economic competitiveness, production capacity and product quality level of its products.

This has been possible pursuing the highest specialization in design and manufacturing of ball valves, gate valves, static, dynamic, automatic, pressure independent balancing and control valves, for applications with water, gas and heating fluids, maintaining as fundamental and essential objectives:

- *Customer Satisfaction* : the Customer is at the center of all the activities of VIR; in fact, the Organization pursues full customer satisfaction in terms of product quality and reliability, punctuality and completeness of the service, providing adequate technical information in a professional way and supporting the multiple customer needs in an efficient and timely manner, having clear that supporting and cooperating with the customer accelerates the growth of VIR itself.
- *Quality of the product* : the future of VIR depends on the ability of its whole Organization to realize a product of excellent quality and, over time, to know how to innovate it, adapting it to the requirements of the markets in which VIR is already active or in which it aspires to enter, continuously improving its know-how, its production machines, its manufacturing and support processes.
- *product sustainability*: VIR has always been attentive towards the environment and public health, in fact for over thirty years it has been dealing with the prevention of contamination of drinking water by consciously choosing the most suitable materials to use in its valves; for this reason, it is constantly committed to reducing the environmental impact of its production processes, activities, products and services offered, in accordance with current legislation and with scientific and technological progress.
- *Stakeholders satisfaction* : whether they are the employees, the real engine and the best resource of the organization, whether they are the suppliers, partners increasingly involved and participating in the strategies and dynamics of VIR, whether they are the customers, economic and growth partners, or whether it's the territory in which VIR has its sites and for which the company harbors a deep bond, the Organisation undertakes to guarantee its satisfaction by intervening on aspects of health and safety safeguarding in the workplace, training, information and awareness of its operators, ensuring the monitoring of suppliers and their performance to promote their growth, both technical and economic, monitoring the needs and requirements of its customers to assess their level of satisfaction with respect to the products and services offered, committing to the economic, social and environmental improvement of the territory, and promoting an effective and rational management of energy and environmental aspects, specifically atmospheric emissions, water discharges and waste production, in order to reduce or eliminate any adverse effect of its activities and/or its processes on the surrounding environment and towards the people who inhabit it.
- *Respect for ethical and moral aspects* : VIR recognizes the centrality of human resources in the belief that the main success factor of each company is the professional contribution of the people who work in the company itself, in a framework of mutual loyalty and trust; the management of all the employees of VIR is always inspired by the principles of fairness and transparency, avoiding any form of discrimination and respecting the provisions of the National Collective Agreements. The decisions assumed in the processes of management and development of the staff, as well as in the selection operations, are based on the effective conformity between expected profiles and profiles owned by employees or by candidates and on impartial considerations of value concerning to expected performances and recorded performances. In carrying out its activities and, in particular, in internal and external relations, VIR complies to the principles of legality, fairness, integrity and transparency, in agreement to the laws and standards of reference in force, and, in none case, the attainment of any interest may justify a conduct which is not in line with the above-mentioned principles.

VIR trusts in the high quality of its products and services and in the capacity and use of its employees; recognizes the value of free, open and fair competition and abstains from illicit agreements, harassing behavior and abuse of a dominant position. As a result, the company undertakes to compete with the operators of the reference market, refraining from any form of collusive behavior and/or abuse of a dominant position which could result in a breach of the principle of fair competition.

Maintaining the certification of its Quality Management System according to the ISO 9001 standard, the implementation of an Environmental Management System coherent with the ISO 14001 standard, with the aim of achieving certification in the next three years, the adoption of its own Code of Ethics, the maintenance and obtaining of new international Product Certifications, the use of new commercial and communication channels, such as the creation of a new website, the presence on LinkedIn, the distribution of a digital App, the availability of BIM models, the forthcoming construction of a Research and Development Center (Technological Pole) confirm the constant vocation of VIR to the pursuit of continual improvement and entrepreneurial excellence and to affirm its commitment to a role of responsible ethical and social company.