

# Astim

## FOR A SAFER WORLD

**VALUES CHARTER** - This document, prepared and approved by A.ST.I.M.'s Board of Directors, summarizes the principles according to which it interprets itself as a business and how it pursues its mission. A "compass" that directs our collaborators, employees and shareholder in their daily work in the company's management and development.

### The origins

The link with our territory is experienced everyday through our support to initiatives that improve it from a social point of view, and putting our skills at the service of its economic development, without forgetting the defense and the security of our community as well.

### Transparency

Towards our customers, suppliers, employees and any partner. The timely and transparent communication of problems, difficulty or, on the contrary, of opportunities or different perspectives in the situation's analysis, consolidates the credibility feeling and enhanced the value of the company to which it belongs or with which it is in professional relationships. Furthermore, it contributes to improve the human and professional qualities of all involved persons.

### Reliability

The will and the ability to keep the commitments made using all virtuous tools that the company has, becomes not only a commercial leverage tools, but also contributes to stimulate a feeling of belonging and esteem towards the company and the projects that performs, also in front of its staff by customers, suppliers and partners.

### Cooperation

We believe that the collaboration with all stakeholders, business partners and authorities, represents the most effective solution for a guaranteed success. This is why we pursue and encourage dialogue with all involved parts taking the responsibility to support our customers to achieve their goals with shared satisfaction.

### Social commitment

Working for the community is an integral part of our "being a business". We collaborate with authorities and institutions; we participate actively to business organization's initiatives to develop the territory and its economic body; we support the information, training and research projects on themes as the foreign policy, security and international economics, with a particular reference to Italy's role in Europe and NATO. We support the sensitization actions, especially in circumstances with particular difficulty and need.

### People

Human capital, that is, the set of knowledge and relationships linked to the personality of those who work in or for the company, they represent our wealth and we want to invest on this everyday. This goal is achieved placing the person at the center of every business process and project, stimulating the professional relationships development through the concreteness, pragmatism and transparency, and adopting a clear and equal policy to support any business process, promoting welfare policies for all employees.

### Integrity

Fairness and transparency, in every act, create the value of A.ST.I.M. and characterize the way how our employees and collaborators behave towards the market, partners, customers and competitors. From legality to adherence to internal quality procedures, we make from our moral conduct a resource, as our skills and professionalism, to exchange with our market.

### The youth

We reserve great attention to the new generations, introducing them to the institutions meaning and value. We also stimulate their technical skill's improvement, through educational and training paths specially tailored; we invest in young talents with their placement in company for a successful professional growth.

### Innovation

Being a step forward and having a futuristic vision is a stimulus and a necessity for us. Researching and implementing innovative solutions are the daily activity of those who accompany states, peoples and companies in their growth and development.

### Multiculturalism

Respect of differences and cultural integration are the basis of a modern society in which the other is an opportunity to be pursued for a human and cultural enrichment. For this reason, we believe that each collaboration and professional skill represent an added value for the company itself, in the name of the shared corporate identity.

### Human rights

The individual's respect and dignity are essential principles for a company that, as ours, puts The Man at the center of his work and the goal of his activity. Our action is oriented to the person's protection and aimed to guarantee equal opportunities for all.

### The Confidence

A.ST.I.M. represents for its customers a partner to who can safely entrust their resources, they can be economic, political, cultural or business aims. The relationship we establish with them is based on a fiduciary relationship that we are committed to protecting and nurturing in a mutual interest.

### The Confidentiality

The security that we guarantee to our customers cannot be separated from a responsible attitude towards what we come aware during the progress of our activities. Being a partner of Governments, Institutions, companies and citizens of the world, means, for us, to guard with determination and through the best solutions, strategies and sensitive information.

### The Security

The protection of individuals, communities, institutions and data is at the center of A.ST.I.M.'s activity. Every day, from a strategic and operational point of view, we operate to prevent and face up what can threaten global security.