

Our choice to create and respect values

This document transcends individual values; with their differences they enrich and develop a better team and wishes for everyone involved in LMB to share the collective values, which define our DNA.

Since the beginning, L.M.B. s.r.l. has operated under the guide of a solid set of values:

Responsibility

Responsibility is a principle that must be followed by the company LMB as an institution and by everyone involved as project members working for it.

Responsibilities towards Customers

Displaying great care for the quality of work goes beyond technical expertise or compensation. The trust from Customers is our reputation, and we take great pride in continuing to work with long-established Clients recognizing us as trusted partners.

What we do and how we do it is what represents us

In this day and age, a core aspect of our development strategy lies on creating a loyal relationship with Customers by working in a close producer-to-client partnership.

For us, this collaboration gives real meaning to the partnership created, built on trust in people and representing an essential element in reaching mutual goals.

Responsibilities towards associates

A team working in a quiet and healthy environment creates a cohesive and solid company, where personal responsibilities entail a series of rules to follow in order for the entire group to thrive. People who are able to work together are able to create something larger than the sum of its parts.

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Productive and financial strategies are planned with the highest regard for working environment and conditions, stability of employment, retribution, man hours, work rates and overall health and safety.

Responsibilities are also reflected in our care for growth and development of associates and suppliers, and constant learning is a key principle of our success.

Responsibilities from our associates

Responsibility and accountability towards the company are paramount. Employees must follow a series of norms and rules, in place for everyone's benefit, such as punctuality, discipline, respect towards assignments, integrity and honesty.

Loyalty from our employees is our great pride, as we act towards them.

Responsibilities towards suppliers to create synergy

We are committed to create more efficiency using renewable energy, saving resources and recycling waste in an effort to show our respect towards our territory and the environment.

Transparency

Transparency is the quality of allowing light to pass through, so that objects behind can be distinctly seen; in the same way, LMB is transparent with all parties.

We strive to create a commercial partnership with our Customers, operating in a timely and open fashion, highlighting the quality of service and the value of the products, constantly giving details about organization, fluctuations in value, variations in time required, contingencies and possible risks.

With our associates and suppliers we adopt clear and constant communication, for everyone to be aware of their role, of company goals and strategies adapted to suit specific skills and competence.

Knowledge should not be monopolized by few people but rather shared as a company asset.

We rely on principles of equity and transparency to make purchases of assets and services, our process is based on company procedures focused on ethical negotiations and

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competition, comparing technical specifications and costs, offered by trusted suppliers in an effort to pursue our company Mission.

Ethics, Equity, Honesty and Fairness

Operating under the guide of strong ethics is a priority for everyone representing and involved in LMB.

Our integrity is reflected by our honest, authentic, coherent and responsible work in an effort to be competitive and offer high quality products.

What motivates our associates to strive for quality is upholding the reputation of the company and of their work, going beyond technical expertise and compensation.

These values have established themselves in the context of our company thanks to the discipline and perseverance our associates have demonstrated, and which is an additional demonstration of the passion and commitment driving LMB.

People make mistakes. Honesty is also displayed when these happen, encouraging positive change.

Constant improvement, innovation, creativity and quality

We manufacture our products with craftsmanship quality at the highest possible standards.

We value competitiveness to continuously develop and update our productive process, promoting innovation and investments.

We offer solutions and products able to help Customer fulfil their need for technological innovation. We listen, evaluate and work with our Clients to find the best solutions aimed at reaching the best possible performance.

We know that, in today's highly competitive and ever evolving market, offering an excellent service is no longer sufficient to satisfy Customers. Our objective is to work with Clients who share our values to create a bond and a partnership aimed at long-lasting mutual trust, and to transform the partnership into an immersive tailor-made experience.

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