

VALUES at work.

Our agreement
to change



Fincantieri
for the Future

FINCANTIERI
The sea ahead



Our values, our **ACTIONS**

There is a little bit of **every one of us** in our corporate **values**.

We have chosen them **together**, but now we want to follow through and **turn these values into tangible behaviors**.

Office by office, shipyard by shipyard, we gathered everyone's feedback as a basis for us to develop our **Group Conduct Agreement**.

Because we like **sharing the same values**, but what we like most is **putting them into practice** every day.

→ People.

Be a team and help each other achieve a common goal.

Address issues with a positive attitude: find solutions through dialogue instead of conflict.

Set a good example to earn your coworkers' respect.



→ Safety.

Disseminate the culture of safety and respect for the environment daily, by personally setting the example.

Allow no exceptions when it comes to safety and safeguarding the environment: it is another way of showing respect for yourself and your coworkers.

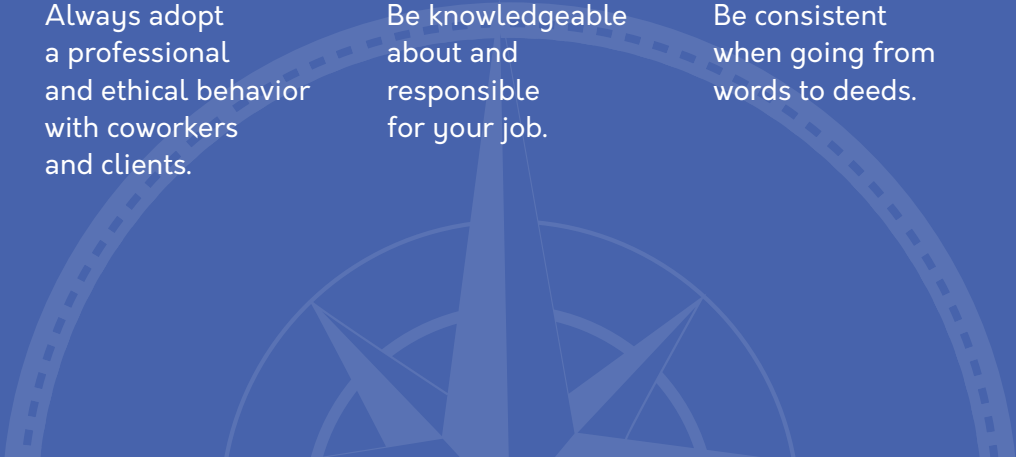
Take responsibility for yourself and your coworkers by being careful even when not directly involved.

→ Integrity.

Always adopt a professional and ethical behavior with coworkers and clients.

Be knowledgeable about and responsible for your job.

Be consistent when going from words to deeds.



→ Attention to client.

Be aware of the impact your job has both within and outside the company.

Take your coworkers' requests into due consideration: we are all each other's clients.

Understand the needs and wants of in-house and external clients alike, and respond proactively.

→ Innovation.

Drop the “that’s how it’s always been done” notion and open up to new ideas and suggestions.

Learn how to identify and grasp opportunities.

Consider problems as opportunities to learn from and challenges to improve.

