



Credits

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Co-generation, sustainability training,
communication and active listening activities have
been designed, proposed and implemented by:

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Concept, layout and graphics by Impatto Vero.

Chart of Values

CARTOTECNICA
MODERNA



CM safeguards freedom of association and freedom of collective contracts as fundamental rights, as established by the Constitution of the ILO (International Labour Organisation).

This Charter of Values is updated as at: **October 2024.**



Notes on the Charter

Cartotecnica Moderna explicitly recognises the **United Nations Universal Declaration of Human Rights** and firmly believes in the responsibility of companies to respect these rights, as set forth in the Guidelines on Business and Human Rights, in implementation of the UN Framework “Protect, Respect, Remedy”.

It firmly condemns all forms of discrimination based on gender, provenance or nationality, social origin, political opinion, sexual orientation, age, religious belief or health.

It is committed to ensuring none of its Talents act in a discriminatory way.

Intention

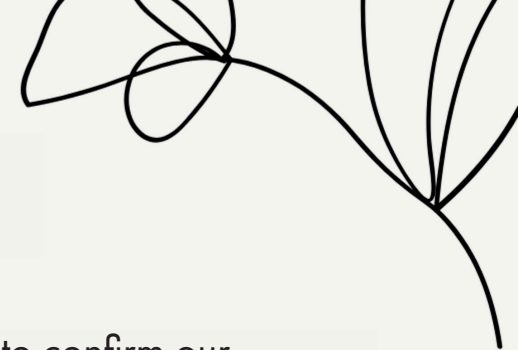
With this document we aim to confirm our commitment to leaving a better planet for future generations. We do so by together establishing the most suitable behaviours for those looking to build a company that operates in harmony and to act in a Person-Centred organisation.

This is the Charter of Talents of Cartotecnica Moderna, of each Person who imagines, plans and acts in this organisation. People, or Talents as we call ourselves, who put in the effort, make mistakes, dust themselves off and try again.

People who can do a lot on their own and can achieve so much more, together.

Together, Talents nurture and defend each other, giving each other strength just like the trees in our Moderna Park gardens.

Together we multiply our Talent.



The journey

Our Charter of Values comes to life as we write it and does not end once drafted. It will live on in our everyday gestures.

It will persist as an occasion for generating new reflections, new proposals and new directions for behaviour, every single day.

It arises from a pathway shared with all the Talents at Cartotecnica Moderna, developed since 2020.

It recognises a desire for dialogue and debate, an awareness expressed by Talents of Cartotecnica Moderna who meet on more or less formal occasions and also come together for more structured engagement activities, including above all the PermaTalent® pathway undertaken in 2023.

It is a declaration of intent and a policy document.

We recognise that our success depends on our subscription to these values; we are committed to living them every single day in the job that we do and relationships that we build.





Indeed for each value, together we have identified improvement objectives, actions and gestures that can help us to achieve and maintain them.

Apparently “simple” actions we have worked on, also thanks to the invaluable help of external consultants, which can have a positive and concrete impact on the organisation’s everyday life.

This is the commitment each Talent at Cartotecnica Moderna has undertaken and signed up for.

Just like the Environmental Policy, the Charter of Values confirms our determination to respect Nature, Humanity and Life on Earth.

We put our name on it!

A vertical photograph of a field with a white line-art flower overlay. The flower is a five-petaled flower with a long stem and leaves. The background of the photo shows a field of low-lying plants and a large, arched metal structure in the distance under a cloudy sky.

Objective

to create a transparent mutual verification system, based on each Talent's commitment to acting in the common interest and contributing towards environmental protection through responsible behaviours.

For the organisation

Action

we openly share progress and difficulties in our work during team meetings and with our managers, without hiding problems or mistakes.

Objective

to promote a culture of transparency and responsibility, in which mutual trust enables us to tackle challenges together and seek better solutions.

Trust

For people

Action

we always want to keep our word and live up to our colleagues by fulfilling our commitments and providing clear updates if anything changes.

Objective

to promote relationships grounded in transparency and reliability, creating a more serene and cooperative work environment.

For the environment

Action

we transparently and responsibly document and promptly report any practices that may place environmental sustainability at risk.

Values



Our values are the guiding compass of our actions. This Charter of Values is a fundamental leg along a continuously evolving pathway, where every single day we dedicate ourselves to building a sound company culture, inspired by principles that reflect our identity and shape our *modus operandi* in the World.

Far from abstract concepts, these are veritable beacons that illuminate the path of all Talents at Cartotecnica Moderna. They are orientations that unite our team and define the quality of our relationships with colleagues, clients, partners, the community and nature.

Each Talent is called to recognise themselves in them, to embrace them with wisdom and enrich them with tangible gestures of responsibility and integrity.

Trust

Our relationships are underpinned by the indispensable principles of propriety and transparency.

We believe that trust lays the foundations for all significant connections, and we are committed to earning it every single day, through actions that are coherent with our values and commitment.

Trust enables a team to operate cohesively and synergistically, because it lays solid foundations that ensure we are able to act in harmony, facilitating implicit communication and mutual understanding.

An environment of trust transforms the dynamics of our team, enabling fluid interactions, effective operations, while promoting a climate of mutual respect and shared responsibility.



Listening

We recognise that genuine listening is the key to effective and transparent communication. We actively listen to the opinions, ideas and requests of those who interact with us, to build sound relationships that are grounded in mutual trust.

By listening, we engage in dialogue with the aim of understanding instead of just issuing instructions, to convey information rather than impose our opinions.

Listening is about coming into contact with new viewpoints, creating synergies, being prepared for unexpected developments, effectively responding and finding solutions.



For people

Action

we are committed to actively listening to colleagues during meetings or conversations, asking questions for clarification and remaining fully focused on their words, without interrupting or letting prejudice take over.

Objective

we want to favour a more cooperative and inclusive work environment.

For the environment

Action

we pay attention to suggestions or concerns regarding sustainable actions at the company and beyond, personally committing ourselves to modifying our small everyday habits, such as reducing paper or energy waste.

activities in Moderna Park.

Objective

By putting the principle of reciprocity with the planet into practice and acting synergistically, experimenting with permaculture principles.

For the organisation

Action

we share tools and practices that are useful for overcoming difficulties or problems. We organise systemic occasions for the sharing of information and good practices.

Objective

to create a company culture based on mentoring and mutual exchange, where all members feel supported and valued by the group.

Reciprocity

For people

Action

we are committed to sharing knowledge or personal skills with colleagues, without expecting anything in return, for example by providing support for a project, or advice on a complex task.

Objective

to reinforce the culture of cooperation and mutual support, creating an environment in which sharing generates collective growth.

For the environment

Action

we respect nature and participate in environmental volunteering initiatives promoted by CM or colleagues, whenever we can. We are committed to returning value to the community, through local area care actions, such as the cleaning of public spaces, planting or community-oriented

Objective

we cultivate the culture of sustainability starting from our individual gestures.

For the organisation

Action

we know how to provide constructive and respectful feedback when discussing work processes, by listening to the opinions of others, even when they differ from ours, and by sharing experiences, in order to improve the company's flows and activities.

Objective

we promote a climate of mutual respect and continuous growth.

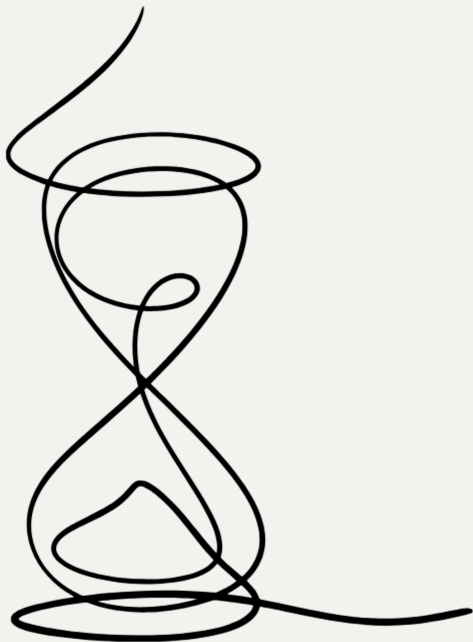
Listening

Reciprocity

We want to create an environment where collective well-being is just as important as individual success. We are committed to generously making time for other Talents, placing our skills and support at their service.

Reciprocity builds relationships grounded in cooperation, solidarity and sharing, according to a principle that places emphasis on the act of giving without necessarily expecting anything immediate and tangible in return, while still having the certainty that if each Talent operates with generosity, everyone will benefit sooner or later.

This approach emphasises the building of resilient communities and relationships grounded in mutual trust.



Care

Care underpins all our intentions and interactions. We are aware of our impact on the world and are committed to our responsibility towards people and the planet. We valorise diversity and are committed to nurturing an environment in which everyone feels appreciated and accepted.

We take care of ourselves first and foremost: of what we do, our emotions, our desire to place our Talent at the service of the community.

We take care of our clients and suppliers, our colleagues and the environment we work in. Our care becomes tangible through our commitment to quality, safety and the well-being of everyone in the Cartotecnica Moderna world.



For people

Action

we pay attention to distress signals of colleagues and provide support whenever required. We strive to ensure our work and actions do not give rise to any distress. We take care to use respectful and inclusive words and language.

Objective

we want to work in an environment that pays attention to each person's psychophysical well-being, contributing towards a culture of mutual support.

For the environment

Action

we actively participate in company activities for the cleaning, care and maintenance of common and green areas.

Objective

to boost collective awareness of the importance of tending to physical spaces, generating a positive impact on both work and natural environments.

For the organisation

Action

we are aware that safety procedures and hygiene indications at work are functional for our well-being and the quality of our operations. We follow them and promptly report any problems or necessary improvements, to protect ourselves and other Talents.

Objective

each Talent has a sense of responsibility for the well-being of the organisation as a whole.

Care