



Company Policy

"Let me tell you a story. It's the story of a family business founded in 1977. Back then, our first production department was...the dining room. Before lunch or dinner, our parents would sit there soldering electronic circuit boards. They would set aside the finished boards and the ones still waiting to be soldered. Then we'd lay the table, with the sharp smell of solder still hanging in the air. Those of you who know that smell will know exactly what I mean..."

Our History

In 1982, the company brought design expertise and technical know-how for electrical panels and machine wiring systems in-house. Three years later, in 1985, it expanded its capabilities by designing and manufacturing automated assembly lines for components destined for the automotive industry. By 1999, Vici recognized the growing demand for vision systems for its assembly equipment and established the **VICIVISION** brand, specializing in the development of innovative optical measuring machines for high-precision dimensional inspection and quality control.

In 2008, building on its extensive experience in custom-engineered solutions, **VICIVISION** designed, developed, and launched the **MTL** series, a range of high-precision optical measuring machines that is now marketed worldwide.

Today, **Vici & C. S.p.A.** is an international group that has transformed more than fifty years of expertise into four complementary brands. **VICIVISION** and **Metrios by VICIVISION** lead innovation in optical measurement and quality control; **VICI Automation** develops advanced industrial automation solutions; and **VICI Electrical Panel** designs and manufactures electrical panels and machine wiring systems.

Four brands, united by the same values and a shared vision, committed to product and process innovation, driven by quality, and dedicated to creating sustainable value for customers, partners, local communities, and society as a whole.



VICIVISION - Optical measuring machines



Metrios by VICIVISION - Optical measuring machines



VICI Automation - Industrial automation systems



VICI Electrical Panel - Electrical panels and machine-side systems

Our history has shaped the principles of our Corporate Policy, where family values have evolved into the core values that guide our people every day.

"People create value. Innovation creates the future."

Luca Vici

Everything we do is guided by four core values:

PASSION

Curiosity drives us to improve ourselves and our company every day. It inspires us to explore new horizons, believe in what we do, and embrace every challenge with enthusiasm.

TRUST

We believe in listening to different perspectives to foster open, transparent, and judgment-free dialogue. We empower everyone to achieve their best within their areas of expertise and responsibility.

CUSTOMER ORIENTED

Every day, we take care of our customers, partners, and colleagues. They inspire us to transform needs into new opportunities and to create solutions that generate lasting value.

UNIQUENESS

The value we place on people defines who we are and strengthens our sense of belonging. We act with humility, respect, and ambition.

These are the ingredients that build credibility, reliability, effectiveness, and efficiency, providing the foundation for turning our processes into a true corporate philosophy and culture.

The following principles inspire our commitment to building a sustainable and ethical company.



Our commitment to young people

"Inspiring young minds, igniting their intellect, creating passion, and nurturing talent."

We have always believed that these are the essential ingredients for unlocking young people's potential. By supporting their growth, we help them develop not only professionally but also personally, guided by strong values.



From organisation to strategy

"Technological innovation defines the way we work."

Our processes evolve alongside our organization, creating synergies built on responsibility, awareness, and collaboration. At the heart of this journey is our commitment to the continuous development of skills and expertise.

We are committed to:



- **Provide customers with products and services that meet their needs and exceed their expectations**, by promoting quality, technological innovation, reliability, and the continuous improvement of processes.
- **Develop a data-driven, performance-oriented organization** through monitoring systems, key performance indicators (KPIs), and digital tools that support informed decision-making and continuous improvement.
- **Promote a participative and accountable leadership model** that actively engages employees and stakeholders in defining and achieving the company's strategic objectives.
- **Empower our people** by fostering professional growth, increasing awareness and engagement, and continuously developing technical, organizational, and leadership skills.
- **Build strong partnerships** with customers, suppliers, business partners, universities, research centers, and startups that share Vici's values, ethical principles, and commitment to sustainability.

We are committed to:

- **Ensuring compliance** with all applicable legal and regulatory requirements, as well as the voluntary commitments undertaken by the organization in the areas of quality, environmental management, occupational health and safety, information security, data protection, sustainability, and social responsibility.
- **Promoting a corporate culture** founded on ethics, integrity, transparency, fairness, and social responsibility, ensuring that decisions and behaviors are guided by the principles set out in the Company's Code of Ethics.
- **Protecting and promoting fundamental human rights**, respecting the dignity of every individual, valuing diversity, fostering equal opportunities and inclusion, and opposing all forms of discrimination, abuse, harassment, or conduct that is inconsistent with our corporate values.
- **Building transparent, responsible, and trustworthy relationships** with customers, suppliers, partners, institutions, local communities, and all stakeholders, contributing to the sustainable development of the regions and communities in which we operate.
- **Safeguarding the Company's information assets and ensuring the confidentiality of information** by maintaining robust cybersecurity, business continuity, and cyber risk management practices through the continuous improvement of our Information Security Management System, in compliance with **TISAX**, **NIS2**, and applicable data protection regulations.
- **Promoting the responsible, secure, and ethical use of digital technologies and artificial intelligence**, implementing appropriate governance, controls, training, and awareness initiatives to protect information and prevent the misuse of corporate data.

Health, Safety and Environment

Promote a strong culture of health and safety in the workplace through:

- **Continuous communication, training, and awareness** to strengthen a proactive safety culture across the organization.
- **The active involvement of employees and their representatives** in risk assessment and in identifying opportunities for continuous improvement.
- **The application of the hierarchy of controls**, prioritizing the elimination or reduction of risks at their source over reliance solely on protective measures.
- **The continuous monitoring of preventive and protective measures**, including personal protective equipment (PPE), chemical substances, work equipment, and production facilities.
- **The ongoing monitoring of safety reports, near misses, and key safety indicators** to identify risks early and drive preventive action.
- **The promotion of employees' overall well-being** by fostering a safe, inclusive, and sustainable working environment.

Improve and monitor our environmental performance through:

- **Continuous training and awareness** to foster environmental responsibility across the organization.
- **The progressive reduction of the environmental impacts** arising from our operations and business activities.
- **The systematic monitoring of energy consumption, greenhouse gas emissions, natural resource use, and waste generation** to drive measurable improvements.
- **Increasing the use of renewable energy** and promoting energy efficiency initiatives throughout our operations.
- **Protecting natural resources and preventing pollution** through responsible environmental management practices.
- **Promoting responsible waste management** by prioritizing waste reduction, recovery, reuse, and recycling in line with circular economy principles.

Sustainability, Innovation and Shared Value

We are committed to:

- **Promoting the principles of the circular economy** throughout the entire product lifecycle by prioritizing recyclable materials, recovered and recycled resources, and solutions that reduce waste and extend product life.
- **Integrating environmental, social, ethical, and governance (ESG) criteria** into procurement processes and supplier evaluation, fostering a supply chain that is increasingly sustainable, resilient, and focused on creating shared value.
- **Developing innovative technological solutions** that help customers improve production efficiency, reduce waste, and minimize the environmental impact of their manufacturing processes, in line with the principles of **Zero Defect Manufacturing**.
- **Supporting the education and development of young people**, strengthening dialogue with local communities, and promoting technical and professional skills to contribute to community growth and the development of future talent.
- **Driving the continuous improvement of our Integrated Management System** through performance monitoring, risk and opportunity management, the collection and evaluation of feedback and reports, and the definition of objectives aligned with the Company's Business Plan, its sustainability commitments, and the creation of long-term value for all stakeholders.

"The future belongs to those who choose to shape it with responsibility, purpose, and passion. Every day, we turn change into reality through our decisions, our people, and the value we create together."

Santarcangelo di Romagna, 20/07/2026

Luca Vici - CEO

