

<i>VISION, MISSION, VALUES OF VENTOR/ISONOR COMPANIES</i>	Edition: 12
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## ***VISION, MISSION, VALUES OF VENTOR/ISONOR COMPANIES***

### **VISION**

VENTOR/ISONOR companies are well-recognized brands in both the Polish and European markets. We are a leading provider of services for Norwegian industrial giants, specializing in industrial construction within the oil & gas sector, as well as experts in personnel leasing. Additionally, we specialize in the production of prefabricated ventilation systems and thermal insulation solutions for a wide range of clients. Our services and products enjoy strong interest from both long-standing clients and a growing number of new business partners. Continuous development, improvement, and building strong business relationships contribute to maintaining a stable and reliable client network. Our core idea is to maintain a balance between maximizing profit and work efficiency while operating in compliance with the law, caring for the natural environment, and supporting our employees.

VENTOR/ISONOR companies place great importance on corporate social responsibility. People are our highest value. We create a friendly workplace that attracts and inspires employees to continuously grow. With the well-being of the local community in mind, our companies have been actively involved for years in various social initiatives, supporting youth sports and participating in charitable activities. An important aspect of our community engagement is support for education. Ventigros has taken patronage over vocational school classes specializing in industrial insulation assembly, industrial sheet metal work, and painting, thereby expanding the pool of future employees.

### **MISSION**

Our mission is to maintain a leadership position in personnel leasing and the delivery of comprehensive solutions in industry, industrial construction, and HVAC (ventilation and air conditioning). We adhere to the highest global standards of quality in our services, ensuring they are safe, economical, and environmentally friendly, in line with the principles of sustainable construction.

### **VALUES**

The values of VENTOR/ISONOR companies are shaped by passion, responsibility, and integrity in maintaining the highest quality of services and products. In every area of our operations, we strive to meet our clients' expectations. Through continuous development and a personalized approach to each project, we deliver fully professional services tailored to individual needs.

Remaining true to the principle of business honesty, VENTOR/ISONOR ensures safety for both employees and contractors at every stage of project execution. Strong leadership and the

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courage to shape a better future are the hallmarks of our actions. We are open to ambitious challenges and change. We build teams and leverage the collective wisdom of our employees. Our success and high work standards are based on ethical norms and a well-established Corporate Social Responsibility policy. In employment, we oppose all forms of discrimination and strictly adhere to CSR principles.