



OUR CULTURE

CORE VALUES

This document exposes our corporate culture. Our motto "*Passion, Perseverance, Fun*" perfectly summarizes what we believe in:

Passion

We are passionate about the world of innovation, technology, construction, as well as the planning and design ones. Our passion comes from the fact that we always want to offer aesthetically pleasing, high quality and ecologically efficient products.

Perseverance

Our team is exclusively composed of determined people, that always put the priorities of the client first. Our perseverance in wanting to reach our goals, our entrepreneurship and proactiveness to solve problems, are characteristics that distinguish our team.

Fun

Curiosity and especially teamwork are the keys to our success. It is very important to know that we can count on someone else anytime we need it. Without pleasure and fun for what we do, we could not face all the important challenges that the future holds.

REAL VALUES

These values are very important to us because they are perfectly linked to our “Core Values” and describe with more precision what we believe in:

Customer First

We follow our clients with great professionalism from the creation to the realization of each project and we always put the needs of the customer first. We make sure that each and every associate is able to fully understand the necessities of the customer in order to recommend the best possible product. We take customers’ feedbacks very seriously and thanks to that we continually try to improve ourselves in order to offer a much better service.

Dream Team

Our core philosophy is people over process and hierarchy. We want to be part of a great team that is able to cooperate in all corporate aspects. We encourage all our workers to take independent decisions. More specifically, we have great people working together as a dream team. A dream team is one in which all colleagues are unique and fundamental at what they do. For us, it is essential to have the right people at the right place and we believe that diversity in background, experience and interest are the keys to create new ideas and positive energy. The value and satisfaction of being on a dream team is tremendous. Our version of the “great workplace” is not comprised of great gyms, fancy offices, or frequent parties. Our version of “great workplace” is a dream team in pursuit of ambitious common goals. With this team approach, we are a more flexible, fun, stimulating, creative, and seek to become a successful organization.

Excellence

In order to reach excellence, it is necessary to work hard, stay humble and also be precise. We firmly believe that creating a similar working environment is beneficial to our company as it is particularly stimulating for all the associates and it pushes them to always give their best.

Respect and Collaboration

We are kind to each other, independently from the worker's status. Treating clients, colleagues and competition with great respect, is extremely important to us. Within our group, we share information openly and proactively and we exclusively work for V3's best interest.

Curiosity

We always seek to find new useful ideas and we try to understand what our next big challenge is going to be. Innovation, new technologies and changing things for the better are for us a great source of inspiration.

Green Thinking

The construction industry has a strong impact on society and environment. V3 is extremely attentive on this subject and tries to have a very limited environmental impact. In all our activities and projects, we always take into consideration the needs of the local communities as well as the environment.

Ethic

Our associates are known for their honesty, authenticity, and transparency. Their high-quality work and strategic decisions are based on a solid professional work ethic.

FINALLY

“ Do not pretend that things will change if we always do the same ...

Creativity is born from the distress, as the day is born from the dark night.

It is in crisis that invention, discovery and large strategies are born.

Who ever overcomes crisis, outdoes himself without being overcome. ”

- Albert Einstein