

VISION:

“GROWING SUSTAINABLY, COMPETING WITH THE BEST”

MISSION	VALUES
<ul style="list-style-type: none">• High performance flexible packaging is our expertise• Quality, service and innovation for our customers are our priorities• Technology crossover and integrated technology solutions are our strength• Sustainability is our everyday commitment• We invest in motivated and talent people	<p>PARTICIPATION: Motivate and involve people through effective communication and shared responsibility to pursue challenging goals</p> <p>COMPETENCE: Do things well and quickly whilst being open to change and diversity</p> <p>POSITIVENESS: Be positive and always believe in our future successes and in the strength of our abilities</p>

IN LINE WITH THIS STRATEGIC APPROACH, THE FOLLOWING POLICY WAS ESTABLISHED AND RELEASED:

POLICY STATEMENT for Quality, Product Hygiene and Safety, Occupational Health and Safety and for the Environment

This Company Policy statement is based on the promotion at all levels of a continuous commitment, aimed at strengthening the Company's leadership on the market, while producing innovative, safe and high-quality and high-technology products, with the aim of meeting both customers' and stakeholders' expectations and needs, in compliance with corporate values, all aimed at a sustainable and ethical development, through the broad participation of all staff.

To achieve this goal, the Gualapack Management team establishes, implements, verifies and consolidates an integrated Management System compliant with the ISO 9001, BRC GS for Packaging Materials, ISO 14001 and ISO 45001 international standards.

This is achieved through a constant commitment to:

- Ensure full implementation of the **legal provisions on ethics, environment and occupational safety**, by identifying the risks and impacts related to production activity, with the aim of minimizing and improving them over time.
- Ensure that the products produced comply with **current legislation** in force, involving the suppliers of raw materials having an influence on the **safety of the product**, in order that the materials used during production comply with the legislation applicable in the European Community and, where known, that of the Countries in which the product will be sold and used.
- Adopt a management system in which everyone's **responsibilities** are clear, with the choice of clear and concrete **indicators** to allow the company to measure, day by day, the results related to the quality of the product, the effectiveness and efficiency of the processes, to safety at work and to the environmental impact of its activities, in view of improvement and sustainability.
- Prepare and constantly update the **Assessment of the Context** in which the organization operates, in its internal and external aspects, ensuring constant consistency and effectiveness of the company strategies, based on the assessment, monitoring and review of the identified **Risks and Opportunities**, with a view to business improvement and development.

- Identify and make available **human and financial resources** to achieve the objectives and programs established.
- **Spread the culture** of Quality, Hygiene and Safety of the product, Health and Safety at Work and the Environment at all levels, as well as the respect of established ethical principles, ensuring the **active involvement** of its employees, collaborators and suppliers about the issues related to quality, product hygiene and safety, health and safety at work and the environment. This is pursued through constant **training, information and training activities**, targeted to specific product risks, to the negative impacts on the environment that the production activity may be related to, and the specific risks to which each worker may be subject, in order to establish a high sense of responsibility and participation within the Company.
- Make sure that the System pursues the **innovation and the continuous improvement** of products, processes, production and management systems - with attention to technical-scientific developments and to the good manufacturing practices (GMP) applicable to its sector - as well as the sustainability of production activity, in terms of health and safety of employees and potential environmental impacts.
- Ensure **development and innovation of products and production technologies with a view to sustainability**, reducing the exploitation of natural and energy resources as far as possible, optimizing production processes, using the most innovative technologies - if economically feasible - trying to reduce solid wastes resulting from production activities (scraps, processing waste ...), investing where possible on the recyclability and disposal of products at the end of their life cycle, preventing possible sources of pollution and more generally minimizing, so much as possible, any negative impact on the environment in which the production sites operate.
- Ensure that the **processes** involved in the quality and safety of products, environment, health and safety at work are **effectively managed and implemented** through appropriate monitoring and measurement to prevent, reduce or eliminate potential hazards and / or discrepancies that may negatively affect the product, the process, its employees and the environment, in line with the analysis of risks and opportunities.
- Perform **interventions to systems**, infrastructures and equipment to guarantee a high level of safety and minimize the environmental impacts, seizing, where possible, all the opportunities for the organization and the environment.
- Ensure that the **non-conformities** highlighted during the operational activities, through the Customer's reports, or pointed out during the audits, are effectively managed and closed through appropriate and effective corrective actions.
- Identify, implement and fully document **improvement opportunities** for the organization, defining objectives that are measurable, monitored and reviewed.
- Invest on their own **people** in order to create motivation and involvement, essential requirement for the growth of skills and the development of the organization as a whole.
- **Periodically review the System**, including this Policy, spreading principles and content to all company personnel, through clear and effective channels of information and communication.

The Management Team supports the **awareness and involvement** of personnel, suppliers, contractors and other interested parties regarding the environmental, quality and safety implications of their products and activities, as essential elements for improving the performance of the entire organization.

Therefore, the Company Management urges the staff to adhere to the initiatives already under way and to those that will be started in the future with the maximum availability, reliability, loyalty and professional commitment, in accordance with the company's values that are the basis for this present Policy.

GUALAPACK

President and CEO

Michele GUALA

