

## COMPANY POLICY

Our guideline is to provide all the external and internal interlocutors with a service level which fulfils or even steadily exceeds their own expectations trying to honour our commitment to quality, environment and safety.

This can only be reached by placing the care of the Customer before everything else, providing a service highly turned to the Customer's needs, therefore allowing Guala Dispensing to become a close partner.

Moreover we believe that the success of a company mainly comes from the awareness that every single person represents an essential factor for the performances improvement.

For the above reasons and pursuant to the law in force, the main principles of the Company Policy can be described as:

- Evaluate the context where the Company operates and the risks/opportunities it implies in the goals achievement, monitoring the stakeholders' expectations as well as the evolution of techniques and technologies;
- Guarantee that the raw materials used and the whole supply chain comply with the current applicable standards and rules so that the Environment and Safety of the workers and of the final consumers are preserved;
- Foster the research & development meeting and anticipating the needs of the customer and final user;
- Involvement, participation and constant training of the personnel in order to improve and promote professional skills;
- Guarantee a service which supports the Customer also in the setting up of his products and processes;
- Guarantee a mutual human and professional respect in the interpersonal relations providing an honest and professional approach in dealing with suppliers, company staff, customers and stakeholders.
- Take up the challenges coming from the emergent countries;
- Apply the principles contained in the Integrated Policy also in the relations with organizations, institutions and the community;
- Adopt principles of the Circular Economy model, using the best technologies to prevent and/or minimize the environmental impact, the risks for the workers' safety and health as well as industrial accidents and occupational diseases with a special attention to the eco-friendly behaviour of the final user;
- Ethical principles of the UN Universal Declaration of Human Rights, of the ILO - International Labor Organization - Fundamental Conventions, for the protection of working mothers, the prohibition of child labor and protection from any discrimination resulting from gender differences, age, origin from other countries and the specific type of contract;
- Operate with the pursuit of evaluating dangers preventing risks and thus facing emergency situations.

Gualadispensing plants has been applying Rule ISO 9001 from a corporate point of view and have been falling into line with the ISO 14001, the standard ISO 45001 and BRC Packaging requirements.

The Company Management is fully conscious of the enduring devotion to improve and wishes to express his sincere gratitude.

Spinetta Marengo, 02/07/2019

Il Direttore Generale

Roberto Mazzucato

