

COMPANY POLICY

QUALITY-SAFETY-ENVIRONMENT-FOOD SAFETY

SACCHIFICIO VENETO S.p.A. has as its main objectives the customer satisfaction, the health and safety of workers, the safety of the workplace, the protection of the environment and the territory. **We are also focused on the importance of food safety** in the production of packaging for food products.

The company general management undertakes to:

1. promote labor policies adequate to current regulations and in compliance with Human Rights as described in the Ethical code.
2. express its will to balance the needs of economic development and value creation with the protection of health and safety at work;
3. explain the company guidelines for the aforementioned protection;
4. share with stakeholders (employees, collaborators, contractors, trade unions, institutions, citizens, etc.) the related management principles;
5. encourage the consultation and participation of workers and their representatives, in the awareness that their active contribution is decisive for the achievement of safety objectives;
6. provide the reference to implement, document and keep active the solid, credible and reliable safety management system, which complies with the provisions of UNI ISO 45001;
7. to comply with current regulations regarding safety at work, the environment and **food safety** in the production of packaging;
8. promote and spread the culture of customer satisfaction and of all interested parties of the organization, worker safety, protection of the territory and the environment; **engage in the activity of developing and improving the culture of quality and food safety, evaluating the knowledge of the staff, organizing training and information, creating synergies between the workers to obtain the customer satisfaction;**
9. involve, motivate, make people aware and enhance through information, training and training at all levels;
10. to promote the continuous improvement of processes, services and products to achieve effective management;
11. use safe technologies and products with low environmental impact in respect of workers, the territory and the community;
12. develop and implement a hygiene management system to ensure compliance with its obligations to produce safe products for contact with food;
13. to promote and verify the correct implementation of workers' safety requirements in order to prevent accidents and dangerous situations;
14. promote wood-based materials from sustainably and responsibly managed forests.

In order to make these commitments concrete, the company has adopted an integrated management system for Quality, Safety, Environment and Food safety according to UNI EN ISO 9001:2015, UNI EN ISO 45001:2018, UNI EN ISO 14001:2015, **FSSC 22000** and FSC-STD-40-004 which involves all the staff of SACCHIFICIO VENETO in its application and continuous improvement.

With the revision of the System to ISO 9001: 2015, ISO 14001: 2015 and ISO 45001: 2018, Sacchificio Veneto has implemented the system by adopting the risk management and assessment criteria, the commitment of the management in the correct application of the system by analyzing the context and adapting it to new situations, in particular:

- Analysis of the Company Context with the evaluation of Risks and Opportunities.
- Leadership assumption and consequent responsibility by the Management in the development and implementation of continuous improvement.
- fully comply with current legislation (including any other prescription signed by the company), the reference legislation and company safety procedures;
- provide safety in the workplace, trying to eliminate risks from the moment when the production site is assessed, investments are made in new equipment or changes are made to the working environment;
- prevent and correct any dangerous situation, promoting their reporting and systematically implementing the analysis of the causes and possible remedies;
- spread within the company, through constant awareness raising, a culture aimed at implementing correct forms of behavior in terms of safety;
- promote the involvement and consultation of workers and their representatives in the main management system processes, with particular regard to safety prevention and continuous improvement;
- encourage the participation of workers and their representatives, in the ways provided by law and by the Management System, regarding risk assessment, prevention and protection measures (using the hierarchy of controls), training programs, information and training, the communication process, the preparation and response to emergencies;
- involve contracting companies that operate for Sacchificio Veneto SPA in the protection of health and safety at work, in particular through the communication of the Policy and objectives, as well as cooperation and coordination at every stage of the contractual relationship;

Sacchificio Veneto has adopted a management model compliant with Legislative Decree 231/01, in order to avoid the commission of offenses that integrate the cases envisaged by this rule, and which involve the administrative liability of the company itself; in particular, the special part of the Organizational Model details and procedures the activities for the prevention of workplace health and safety offenses (art.25-septies of Decree 231) and Offenses relating to environmental protection (art 25 undecies of Decree 231), of crimes on product conformity (art. 25-Bis 1 of Decree 231) in particular commercial fraud (art. 515 of the criminal code) and sale of non-genuine substances as genuine (art. 516 of the criminal code).

The Quality, Safety, Environment and **Food safety** Policy integrates with other corporate strategies aimed at improving productivity, profitability, reliability and company image.

To implement the principles set out in the Policy, the Management annually defines objectives and improvement targets against which to measure and evaluate the validity and effectiveness of management for Quality, Safety, Environment and Hygiene and makes available adequate means and resources.

CEO
Marco Bragantini

Grezzana, 03/05/2023