

MD 56-01-EN REV 6 INTEGRATED MANAGEMENT SYSTEM POLICY.DOCX

Hubergroup Italia Spa remains committed to achieving the **maximum satisfaction of its customers**, consolidating its position in the printing inks market, especially for products for flexible packaging, protecting and respecting the stakeholders and the territory where it operates.

The Management of **hubergroup** Italia Spa recognizes that this goal can be reached only with the continuous improvement of the effectiveness and efficiency of business processes, the respect and protection of the environment, the ongoing commitment to providing healthy and safe workplaces and respect for the dignity of all people. With these objectives **hubergroup** Italy Spa has implemented an **Integrated Management System** about business process conforming to the following international standards:

- UNI EN ISO 9001
- UNI EN ISO 14001
- OHSAS 18001
- TUV MS Standards HACCP

The Integrated Management System, implemented, maintained and periodically tested at the headquarters in Bolzano Vicentino and the branch of Settimo Milanese, is based on the **following fundamental principles**:

1. Give the customer a central role in all of the Company's improvement strategies and processes.
2. The completion of all Company activities in conformity to applicable legislation and contractual agreements.
3. continuous improvement of the Integrated Management System in compliance with the health and safety of all workers including contractors, protecting the environment and seeking the best possible quality with the optimization of business processes and operating methods in order to achieve the highest level of effectiveness and efficiency.
4. The development, throughout the company, of a culture of quality, respect for the environment and protection of the health and safety of all workers, including contractors as well as the personal dignity.
5. The preference of partners who share the same Policy and the hubergroup Italy Spa Code of Conduct on the health and safety of workers, the environment, quality and respect for the dignity of persons and the verification, through checks on their activities, that they maintain a coherent behaviour.
6. Preventing relevant accidents.
7. The reduction of risks connected with the transport and handling of chemicals substances, by ensuring the safety and by limiting the impact on road transport and minimising the risk of misuse of dangerous goods.
8. Make the products intended for use on food packaging with features such as not having any health risk, be compatible with the environment and produce no effects on the organoleptic properties of food.
9. The involvement and development of Company personnel at all levels, through adequate training aimed to continuously improving their skills and knowledge, in such a way that all employees may achieve their full potential and play an active part in improvement.
10. The establishment and review of quality purposes, environmental protection and occupational health and safety.

To pursue the objectives listed above, the Company's Top Management undertakes to:

1. Provide products and services that meet customer requirements in order to increase customer satisfaction.
2. Provide an organization capable for the development, implementation and continuous improvement in the efficiency of the Integrated Management System aimed to the implementation of the fundamental principles expressed.
3. Operate in conformity to applicable legislation and ensure the conformity of all Company activities to relevant requirements in the fields of occupational health and safety and environmental protection.
4. Prevent accidents, guarantee the health and safety of employees and eliminate the risk of occupational disease among all persons working under its control, contractors included.
5. Prevent pollution and reduce the impact on the environment with an efficient use of natural resources.
6. Use materials that present the lowest possible risk for both workers and final customers.
7. Preference to suppliers of packaging and raw materials that give priority to the health and safety of the workers and the environment.
8. Encourage continuous improvement of performance through the progressive adoption of best available technologies and management methods. In addition, through the maintenance and periodic renewal of equipment giving priority to solutions that ensure occupational health and safety and the minimization of noise and pollutants emissions in the atmosphere.
9. To evaluate that the risk of accident is a reasonable minimum due to the state of knowledge and technology applicable in pursuit of sustainable development.
10. Implement security measures to minimise the risk of theft and misuse of dangerous goods that could endanger people, property or the environment.
11. Adopt the technological, organisational and behavioural measures that employees and collaborators are required to observe in order to combat IT security risks.
12. Instruction to employees of emergency management procedures.
13. Raise the awareness of all persons employed by **hubergroup** Italia Spa or working for the Company, for example the Contractors, and qualify the staff through specific training programs aimed at continually improving performance and their skills.
14. Adapt and keep, for the line of products designed for use with food packaging, conformity with the requirements of the HACCP / GMP system and any related regulations.
15. Actively promote and ensure the effective application of the principles expressed in the Code of Conduct and the Company's internal rules.
16. Make available to stakeholders its Integrated Management Policy.

Bolzano Vicentino, 20/09/2017

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