	<p align="center">Company policy on quality, environment, safety and sustainable development of activities</p>	<p align="right">14/06/2021 REV. 6.0</p>
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The **Sgarzi Packing Srl** has as primary objective the satisfaction of the "interested parties" to the company's assets, meaning that the targets of all those who have expectations by the company.

In particular, the following are constantly pursued:

- Customers satisfaction, providing products and services tailored to the required characteristics, high added value and with a good quality / price ratio
- The interested participation in the activities of all permanent and occasional collaborators who work within the structure, allowing them to achieve their personal goals of professional growth, certainty of income, creation of a profitable and stimulating work environment
- Market interest
- The application of an ethically correct working system according to current principles.
- The satisfaction of suppliers of materials and services, through the application of satisfactory contracts for the parties and timely payments, such as to guarantee the achievement of their objectives and the satisfaction of their needs

In this era of continuous changes that are leading us to an increasingly advanced globalization, focus to the economic, social as well as environmental fabric in which Sgarzi Packing operates and aspires to operate, lead us to consider new needs, ethical, oriented towards greater sustainability of our business and our production capacity.

If so far, the high quality of our products has represented, as well as the best business card of our company, the fundamental pillar for its development and prosperity, Sgarzi Packing, with the issue of this Policy, intends to propose itself as a protagonist and driving force in the social fabric of all the figures interested in any capacity in their activities. The new frontier of Sgarzi Packing therefore becomes demonstrating its ability to expertly mix the new ingredients, which we have identified, to advance our company and our planet in a completely sustainable way:



- Respect for diversity
- Respect for the legitimate expectations of business partners who accompany us in the pursuit of our objectives, trying to achieve the satisfaction of suppliers, through the application of satisfactory contracts for the parties and timely payments
- Sharing our ethical vision, expressed in the corporate code of ethics and the values that have inspired our company since its foundation

Sgarzi Packing has formally assumed responsibility for the following commitments:

- Respect national, EU and international laws on the environment, work safety, labor regulations and workers rights, complying with the provisions contained in official documents and their interpretations
- Maintain social responsibility requirements over time and adapt to any new requirements that may be required
- Guarantee periodic monitoring and continuous improvement of the implemented sustainability system by defining specific improvement objectives and verifying their achievement also through a panel of significant indicators
- Provide all personnel with adequate training and information on ethics and social responsibility
- Sensitize suppliers to the principles of social responsibility of the standard adopted starting from the sharing of corporate values at the base of the certification project
- Carry out periodic internal and external audits and checks to ensure compliance with the social requirements, then take any corrective and preventive actions that may be necessary
- Ensuring safe and healthy working conditions for the prevention of work-related injuries and illnesses, in turn, appropriate to the nature of the risks and opportunities of Occupational Health and Safety in the Company
- Plan, implement, control and maintain one or more processes for the elimination of hazards and the reduction of risks through the following hierarchy: eliminate hazards, replace with less dangerous processes operating

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activities, less dangerous materials or equipment, reorganize work, carry out training, use adequate collective and individual protective equipment

- *Reduce the risks associated with the management of emergencies through a systematic and preordained approach to accident scenarios that could occur in the workplace and the behaviors to be adopted in responding to different emergency situations*
- *Ensure that responsibilities and authorities for relevant roles within the integrated management system are assigned and communicated at all levels within the organization*
- *Enhance professionalism and protect the health and safety of workers through information, training and training of personnel in order to increase their competence and make each worker aware of the risks associated with the activity carried out and the importance of their role in their proper management*
- *Establish, implement and maintain one or more processes for consultation and participation of employees at all levels and including the functions or the I representative and workers to raise awareness about the development, planning, implementation, evaluation of performance and actions for improvement of the integrated quality, safety and environmental management system*
- *Provide timely access to clear, understandable and relevant information on the integrated management system to all staff allowing the realization of their personal goals of professional growth, income certainty, realization of a profitable and stimulating work environment and at the same time promoting behavior secure through the sharing of procedures and tools to foster company dialogue*
- *To make every effort in organizational, operational and technological terms to prevent any form of pollution*
- *Control the water and energy consumption by improving the efficiency of natural resources in order to minimize waste and promote behaviors aimed at reducing resource consumption*
- *Protect surface and ground water resources, preventing accidental spills of hazardous substances*
- *To optimize the production of disposed waste, favoring recycling and recovery where possible*
- *Control and draw the materials with greater environmental impact (paper, plastic, timber and chemicals) from procurement to disposal, stretching as far as possible to reuse / recycling of the same, the reduction of waste and the increasing use of recycled materials, from renewable and controlled sources or with a lower environmental impact*
- *Define the environmental impact of its production process, by controlling or influencing the way in which the Organisation's products are designed, manufactured, distributed, consumed and disposed of and favoring a life cycle perspective that is environmentally friendly and oriented towards an economy circular*
- *To systematically analyze the Environmental Management System with a view to continuous improvement of performance, establishing specific environmental objectives and targets that are periodically reviewed*
- *Document and communicate to stakeholders the commitment regarding Corporate Social and Environmental Responsibility*

The Sgarzi Packing Srl is aware that an effective economic strategy should also cover the issues of the security of its activities, this in order to strengthen its success.

Furthermore, the continuous improvement of its safety performance leads to significant commercial and economic advantages, satisfying, at the same time, the expectations of improvement on the safety of the workplace relative to the corporate, inter-company and territorial context in which the company operates.

The Sgarzi Packing Srl turns his commitment to pursuing a policy of continuous improvement of its performance in terms of quality, satisfaction of their workers and employees in general.

Sgarzi Packing Srl intends to achieve the goals indicated above through the following actions:

- *Ensure that its activities are carried out in compliance with the current legal provisions*
- *Define the business Plan based on a risks and opportunities analysis, the evaluation of the indicators, the expectations of customers and the direction of the review investigations*
- *Set quality objectives and goals*
- *Make sure that the quality policy set out here and the related management system are understood, implemented and maintained at all levels of Sgarzi Packing Srl and that the system is supported by periodic and systematic training and training activities*

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