



Open the future

**vitop** 

# COMPANY POLICY

In line with the principles of the Smurfit Kappa Group, Vitop is determined to operate so as to achieve its goals while honouring its commitment to employees, customers, health, safety and the environment in compliance with the existing laws and applicable requirements.

This document is the reference to define and achieve these objectives and provides us with the principles on which our work is based.

## CUSTOMER SATISFACTION

- Constant attention to customer needs.
- Transparency in relationships and respecting confidentiality.
- Promoting research and development of new products and solutions able to meet and anticipate the needs of our customers and end users.

## CONTINUOUS IMPROVEMENT

- Constant and careful analysis of the context in which we operate, risks/opportunities and related actions to address them.
- Effective management of existing or potential non-conformities, reported by customers, arising during daily work activities or during audits, through appropriate corrective actions.
- Increased production and quality by focusing on scientific and technical developments to reduce waste and non-compliant products.
- Monitoring business & management results as well as internal processes.

## ETHICS AND STAFF INVOLVEMENT

- Involvement, participation and constant training of personnel.
- Ensuring the integration and respect for ethical principles inside the company.
- Promoting teamwork and professional growth.
- Ongoing social responsibility commitment.

## HYGIENE AND FOOD SAFETY OF THE PRODUCT

- Undertaking to maintain high hygiene standards.
- Exclusive use of certified raw materials suitable for contact with food, produced in compliance with applicable laws and regulations.
- Implementation, review and continuous improvement of the management system for hygiene and food safety.
- Staff awareness and training as well as being given a sense of responsibility.

## RESPECT FOR THE ENVIRONMENT

- Elimination, if technically feasible, and minimization of emissions, discharges & waste.
- Identification of technological processes, and/or operating procedures able to reduce and/or control environmental impacts.

- Promotion at all levels of a "sustainable" culture and awareness of all employees to encourage initiatives to protect the environment and the conservation of natural resources.

## HEALTH AND SAFETY OF EMPLOYEES

- Commitment of management to the health and safety of its employees, visitors and all collaborators who intervene on the site.
- Empowering the entire organization to consider Security not only as a priority but as an enterprise value.
- Identification and management of all risks to the health and safety of workers through a defined methodology.
- Implementation of the Smurfit Kappa Group's standards for the analysis of events, the definition of procedures on aspects considered to be of the greatest risk and the management of behaviour.
- Information, education and training in accordance with Group legal requirements and standards.

## RESPONSIBLE SUPPLY OF RAW MATERIALS

- Purchasing of raw materials produced only in accordance with the laws and regulations applicable in the food sector, able to contribute to a sustainable development and manufactured with respect for human rights and the protection of the environment and people.
- Collaboration only with certified suppliers able to ensure full traceability of goods and provide certifications demonstrating compliance with national and international laws.

*VITOP is certified and works daily in compliance with the principles and requirements of ISO 9001, ISO 22000, and OHSAS 18001.*

*This policy is communicated to all employees and is available to all interested parties.*

*The management is committed to reviewing this policy regularly in line with good industry practice.*

*Alessandria, February 1<sup>st</sup>, 2018.*

*General Manager*

**Didier Pontcharraud**

