



# QUALITY, ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY POLICY



Verallia manufactures food grade glass containers with which it is possible to enjoy, on a daily basis, food and beverages in healthy, attractive and natural food packaging, produced from a sustainable life cycle perspective, which takes account of the performance of the entire supply chain, upstream and downstream of production.

Having identified and documented the context in which it operates, Verallia pursues its success on the market to the advantage of the following (Internal/External) stakeholders, whose requirements, needs and expectations have been assessed and for each of whom the organizational approach is described briefly:

1. CUSTOMERS (E) Being the supplier of reference for quality and service in the glass food packaging industry, identifying and satisfying the requirements of its customers and contributing proactively to creating the conditions that promote its success on the market.
2. SHAREHOLDERS (I) Satisfying its shareholders in terms of medium/long term company profitability in order to allow continuity of the organization and of the service to the market through allocation of the financial resources required to pursue corporate goals.
3. CONSUMERS (E) Manufacturing a product that, as primary packaging, is suitable to preserve foods for a long time to protect health and contribute to the well-being of the final consumer.
4. WORKERS (I) Paying attention to workers, ensuring careful monitoring of their needs, providing relevant solutions, honouring people and their rights, creating a positive atmosphere to promote professional commitment, engaging in a continuous risk evaluation process, in turn aimed at reducing the risk of accidents and occupational diseases and at achieving continuous improvement of company management and performance on the subject of health and safety at work, aiming for the ambitious goal of "Zero accidents" and "Zero occupational diseases".
5. SUPPLIERS (E) Selecting suppliers capable of ensuring compliance with the requirements of quality, protection of the environment and of the health and safety of workers established by the Organization, monitoring their activities and assessing their performance. Involving suppliers in its values and improvement targets.
6. COMMUNITY (E) Testifying its presence within the territory, interacting with local institutions to strengthen the bond with the community, in this way seizing the opportunity to exhibit the company's core values, in particular protection of the environment in relation to which Verallia has an attitude of great respect, setting itself challenging goals of reduction of the overall impact, through the commitment to continuous improvement of performance and also focusing on the sustainable use of resources, on the implementation of measures aimed at reducing the impact of climate change, on the protection of biodiversity and of ecosystems and on the correct management of all relevant environmental aspects.
7. AGENCIES RESPONSIBLE FOR AUTHORIZATIONS AND CONTROL (E) Respecting its obligations of compliance with applicable legislation and collaborating with Agencies, with a view to transparency at all times, ensuring correct and timely communications regarding its environmental performance or the management of abnormal or emergency situations.

The Management of Verallia promotes the involvement of all levels and of all corporate Functions for compliance with the law and with Verallia's Code of Conduct. In this way, the Company, in its entirety, undertakes to focus its activities in accordance with the four core values of the Verallia Group, which can be summarized as follows:

1. **Attention to the customer:** Verallia people are careful to honour the commitments made to customers. They try to anticipate their needs and respect promises made: quality, logistics and design, which correspond to customers' expectations. All Verallia collaborators are actively engaged to give the best of themselves and their abilities, in all circumstances, to satisfy the commitments made to customers.
2. **Respect for people, the law and the environment:** all collaborators and all partners of the Group, in particular agents, consultants, subcontractors and suppliers, are responsible for complying with this value. They must all acknowledge and respect this Code and the other Group policies.
3. **Responsibility and results orientation:** Verallia regularly defines the goals and the strategy for reaching them. It ensures correct use of the abilities of its collaborators and of their development. It encourages spirit of initiative, valorizes individual and collective commitment and promotes an entrepreneurial approach based on responsibility.
4. **Team work:** Verallia believes in teamwork at the service of success. This collective work is achieved, regardless of organizational structure, through cross-sectoral working groups. Mutual support, courtesy and team work are encouraged and valorized.

Continuous improvement of stakeholders' satisfaction, which also includes "risk" management, in its positive and negative meanings, is ensured by a supporting infrastructure that aims at operational excellence: this is pursued with the philosophy and techniques of World Class Manufacturing adopted by Verallia, through the VIM programme, as reference for the organization and the approach to work for all company employees.

Verallia has joined the United Nations Global Compact and has undertaken to comply with its 10 principles derived, in particular, from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and from the United Nations Convention Against Corruption.

Verallia Management undertakes to re-examine this document at least once a year, verifying its suitability with existing company strategy and coherence with the *Code of Conduct*, the *Verallia Environmental Charter* and the *EHS Policy* of the Verallia Group at international level.

Deogo, 7.5.2018

The Managing Director