

INTEGRATED POLICY FOR QUALITY, SAFETY, ENVIRONMENT AND SOCIAL RESPONSIBILITY | 2021-2023

I.P.S. Srl, founded on June 17, 2015, is part of the **Laminazione Sottile Group**, an international organization that maintains a consolidated tradition and experience in the field of thin rolled aluminum alloys.

The orientation to the international market, the flexibility, the optimized management of resources and the constant search for the improvement of the qualitative and economic result, the competitiveness centered on the immediate ability to react, were the main success factors, which led the Laminazione Sottile Group to a constant production expansion and to the conquest of significant market shares.

The acquisition of the Alessandria plant was carried out with a view to expanding the production chain with the opportunity to be able to count on a know-how and a tradition recognized by all the players in the reference market.

The certification of the Integrated Management System according to ISO 9001, ISO 14001 and ISO 45001, the EMAS registration and the BRCGS Packaging certification testify to the constant commitment to improving processes / performance with a view to customer satisfaction. Based on what has been achieved so far and in line with the policies of the Laminazione Sottile Group, I.P.S. intends to continue to develop its future improvement through the management and continuous improvement of its integrated management system.

The company aims to represent the most qualified interlocutor for all the production and supply needs of flexible packaging for the food and pharmaceutical sectors, in strict compliance with the quality requirements and the regulations in force, committing itself to adoption of an integrated policy that is appropriate to the purposes and context in which it operates.

All this by focusing its resources in particular on the following macro-activities:

for the Quality

- Maintain compliance with the ISO 9001:2015 standard;
- improve the degree of customer satisfaction, reducing the number of complaints and average days of delay;
- ensure full compliance with the HACCP methodology and the Codex Alimentarius;
- improve the ability to offer new and competitive products on the market that meet the ever growing needs of customers;
- intensify personnel involvement activities aimed at improving awareness of corporate objectives, with a focus on customer complaints;
- improve process standardization and control.

for the Environment

- Maintain an active process aimed at continuous improvement, pollution prevention and resource conservation, through the evaluation of the best available technologies;
- prepare effective procedures, to prevent environmental damage, and if these occur, for effective management in order to minimize the damage;
- decrease the volumes of waste deriving from processing, pursuing the reduction of waste and favoring separate collection and recovery;
- minimize atmospheric emissions through rigorous management of emission points and the correct management of the abatement plants installed;
- contain the consumption of energy and natural resources by reducing waste and pursuing maximum efficiency;
- involve all staff in order to make them responsible for the environment and actively involve them in corporate decisions on environmental matters;
- maintain compliance with the ISO 14001:2015 standard and with the EC regulation 1221/2009.

for the Health and Safety of workers:

Ensuring the health and safety of workers is an imperative responsibility for the Laminazione Sottile Group, as well as being a moral and concrete commitment. The concept of prevention extends to the continuous elimination of risks to Health and Safety at Work, creating tangible benefits for all, for maintaining individual motivation, as well as enhancing the image of social responsibility also externally, with the aim to become a point of reference also for customers, suppliers and partners.



The strategic objectives to be pursued are:

- comply with legal obligations, drawing inspiration for improvement for prevention and organization;
- spreading the culture of safety more and more at all levels, through the increasingly frequent use of specific meetings with all staff;
- adopt operating procedures, provide training and conduct its operations in such a way as to safeguard its workers, the property of others and the community in which it operates;
- increasing involvement of all operators for the analysis and resolution of problems as well as for ideas for improvement;
- disseminate the safety objectives and implementation programs for their achievement to the entire staff by providing all the necessary human and instrumental resources;
- collaborate with external companies that consider the Safety aspect a priority and constantly comply with all the rules provided for in the performance of their work or their I.P.S. supplies;
- execution of audits, control, reporting and related dissemination, in order to improve the prevention phase, taking inspiration from each event;
- maintain compliance with the ISO 45001:2018 standard.

for the Hygiene

- comply with all applicable laws and regulations for the safety of consumers/customers, including through the implementation of a HACCP plan and the expansion of the TEAM's skills;
- maintain and improve compliance with the BRCGS Packaging Issue 6 standard;
- increase the involvement of staff with reference to the management of hygiene and product safety;
- ensure a suitable level of hygiene of the premises, systems and staff through the implementation of cleaning programs and pest-control management;
- monitor all activities, including maintenance, which may have an impact on the functional integrity and performance of the finished product;
- adopt the necessary measures to prevent product contamination;
- guarantee the creation of products that are safe and legally compliant with the specified quality;
- define measurable objectives aimed at continuous improvement.

for the Social Responsibility:

- guarantee the exclusion of the use or support of child and child labor in general and of forced or compulsory labor in any form;
- guarantee respect for the right to freedom of association and collective bargaining;
- ensure compliance with the statute of workers and what is indicated in the national collective bargaining agreement;
- guarantee respect for individual dignity and freedom, avoiding any form of discrimination;
- ensure the non-implementation or support of discrimination with respect to hiring, pay, access to training, promotion, dismissal or retirement, based on race, class, national and territorial origin, religion, disability, sex, sexual orientation, trade union membership or affiliation politics;
- guaranteeing the management of working hours, wages, as well as disciplinary procedures, consistent with current legislation, with employment contracts, with trade union agreements and with industry standards;
- ensure compliance with the Italian Constitution, current laws and future amendments and additions as well as international conventions and documents;
- promote the development of strategies, objectives, goals, improvement plans to guarantee the commitment to continuous improvement, to empowerment, awareness, training and involvement of all personnel.

Furthermore **I.P.S. Srl**, has adopted an Organization, Management and Control Model, aimed at preventing and combating the risk of crimes pursuant to Italian Legislative Decree 231/2001 also through the supervision of the collective SB appointed.

I.P.S. undertakes, with this document, to put in place all the measures and resources necessary for the pursuit of these general principles, in line with the orientation towards continuous improvement of company performance. It also undertakes to keep these general principles efficient over time, periodically reviewing their contents to adapt them to the context in which the Organization operates.

Alessandria, 21 January 2021

The Chairman of the Board
Massimo Moschini