

FOOD QUALITY AND HYGIENE POLICY

HAFLIGER intends to ensure the following in the short, medium and long term:

- full customer satisfaction;
- improved efficiency, integrating additional process indicators and business KPIs,
- its image as a leading company in the market in which it operates, leveraging commercial partnerships,
- consolidation of acquired market share,
- implementing and improving, in accordance with appropriate GMP guidelines operating according to HACCP (HARA - risk assessment) logic, the processes for managing product quality and safety,
- improve the quality and safety of its products over time in order to spread culture and awareness among all company operators and the supply chain in which it operates,
- monitor and improve safety and hygiene standards in the workplace,
- plan and implement appropriate training for all employees,
- plan improvement objectives for product quality and safety and allocate adequate resources to achieve them,
- constantly monitor aspects related to product quality and safety, as well as protection against fraudulent activities, in order to maintain compliance with legal provisions over time and to verify compliance with objectives.

As proof of its commitment to manufacturing hygienically safe, high-quality products, the company has decided to adopt a Quality Management System that complies with both the requirements of the UNI EN ISO 9001 standard and the BRC Global Standard – for Packaging and Packaging Materials. A Quality Assurance Manager has been appointed, reporting directly to senior management, with the authority and freedom necessary to ensure, in collaboration with all company personnel, the definition, application and updating of the Quality Management System itself and to report any problems, so that appropriate measures can be taken.

As with food production companies, the health and hygiene self-monitoring system implemented by Hafliger is based primarily on prevention and consists of two important actions:

- identifying specific hazards within the production process that could in any way contaminate food packaging products and therefore compromise their hygiene safety,
- putting in place the most appropriate preventive and control measures to ensure the hygiene and health safety of packaging intended to come into contact with food.

In addition, a Product Safety Group (PSG) has been set up to ensure the effective implementation of GMP and the hygiene self-monitoring plan. This mainly involves:

- the precise definition of the tasks and responsibilities of company personnel, and their adequate training and constant involvement in company quality management,
- the identification, definition, and systematic control of the effectiveness and efficiency of operational processes, i.e. those necessary for the realisation of supplies, and support (management) processes, i.e. quality management, financial and administrative management, resource management, commercial and procurement management, materials management, their degree of compliance with the company's Quality Management System, the reference standard, and their compliance with mandatory standards, laws and regulations,
- the formulation, in line with this document, the activation and control of a Quality Programme, through which measurable short-term (annual or biennial) objectives are defined for each company function, for the improvement of the quality of the products manufactured by the Company, the increase in customer satisfaction, and for the progressive reduction or elimination of factors that negatively affect company results (errors, rework, rejects, delays, inefficiencies, complaints, etc.).

Chain of custody FSC®

Based on the above, with regard to the chain of custody management of the products supplied, the Organisation undertakes not to be directly or indirectly involved in the following unacceptable activities:

- Illegal forestry activities or illegal trade in timber or forest products,
- Violation of human and traditional rights during forestry operations,
- Destruction of high conservation values during forestry operations,
- Significant conversion of forests to plantations or other non-forest uses,
- Introduction of genetically modified organisms into forestry operations,
- Violation of any of the fundamental ILO conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work.

Staff Ethics

We also declares that:

- Workers are not prevented from freely associating, choosing their representatives, and collectively bargaining with their employer,
- Forced labour is not used,
- Workers below the legal minimum age are not employed,
- Workers are not denied equal employment opportunities and treatment,
- Working conditions do not endanger health and safety.

Health and Safety of Workers

Hafliger is committed to ensuring the health and safety of its employees through:

- identification of hazards arising from different production processes and risk assessment in order to adopt solutions capable of preventing accidents, incidents and occupational diseases,
- ongoing training,
- the use of state-of-the-art work equipment and facilities that comply with regulations.

Management is responsible for ensuring and supporting the implementation of this policy, and for verifying its implementation through regular meetings with department heads and during planned and documented reviews of the quality management system.

During the quality management system review meetings, quality objectives are reviewed and new objectives for the current year are defined. To this end, among other things, it must make the necessary resources available, including by promoting awareness-raising and training initiatives.

Finally, all staff are called upon to contribute to the implementation of this policy and to be responsible, within the scope of their competences, for the correct application of the Quality Management System and the achievement of the quality objectives set. Any problem that cannot be resolved at the level of the specific department concerned must be reported to the Chief Executive Officer.

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HAFLIGER FILMS S.P.A.
L'Amministratore Delegato