



Vitop

Company policy

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, safety and the environment.

Our work is based on the following principles:

CUSTOMER SATISFACTION

- Constant attention to customers' 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 final users.

CONTINUOUS IMPROVEMENT

- Quality and production - increased focus on scientific & technical developments aimed at reducing waste and product non-conformity.
- Monitoring business & management results as well as internal processes.
- Effective management of non-conformities, existing or potential, reported by customers, arising during daily work activities or during audits, through appropriate corrective and preventive actions.

ETHICS AND STAFF INVOLVEMENT

- Involvement, participation and constant training of the personnel.
- Ensuring integration and respect for ethical principles inside the company.
- Promoting teamwork and professional growth.
- 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 laws and regulations in force.
- 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 viable, 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: 2008 and ISO 22000: 2005.

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, January 12th, 2017.

General Manager

Didier Pontcharraud

