

## GENERAL POLICY OF THE POZZONI GROUP (2011)

The mission of the Pozzoni Group is to work in the graphics and publishing sector, concentrating particularly on printed material.

The following **General Policy** for the "Group" highlights company *VALUES* and objectives in relation to *Management of Company Procedures*, the Environment, Safety and Social Responsibility.

The General Policy is in line with the requirements of the "*Organisational System*", with which the "Group" has decided to operate, and *supplements the* UNI EN ISO 9001:2008 and UNI EN ISO 14001:2004 standards. Future safety management and social responsibility systems will be implemented according to the standards of reference adopted.

*Below, this document summarises the aforementioned VALUES.*

### CLIENTS

**Serving our clients with honesty and dedication**, based on an understanding of their real needs in order to promote targeted action aimed at providing high quality products and services.

### MANAGEMENT

**Constantly following the evolution of the graphics industry**, searching for technological innovation, adapting it appropriately to the company and guaranteeing widespread diffusion of technical skills within the "Group", with the scope of product realisation.

**Maintaining constant growth, imposing our force and leadership in the graphics industry in a stable manner**, through:

- management and improvement of company performance, above all in terms of production, *by limiting waste and Process Control*;
- constant monitoring and improvement of the services expected by our clients, within the context of the business objectives of reference, such as value for money;
- management and improvement of the "Pozzoni Group's Organisational System" (*management of company procedures*, the environment, safety and social responsibility), by integrating and creating synergy between all the company structures and roles involved in the "Group" and staff involvement in improvement projects.

### PERSONNEL

**Treating our employees as individuals, giving them the opportunity to grow, develop and express their potential**, by providing continuing and widespread training aimed at the professional growth of individuals and loyalty to the workplace.

### ENVIRONMENT

**Improving the environment in which we work**, guaranteeing respect for applicable regulations, prevention of pollution, reduction of the current environmental impact and improvement of resource management (energy saving), also through training and staff involvement, raising awareness with suppliers in order to pursue similar objectives.

### SAFETY

**Improving the safeguarding of health and safety at the workplace**, guaranteeing respect for existing regulations, risk prevention, the correct application of the measures defined and staff involvement, also through continuing training.

### SOCIAL RESPONSIBILITY

**Guaranteeing the ethical origin of the products and services supplied by the company**, respecting workers' rights and regulations related to workplace conditions according to existing laws, the "*Organisational System*" adopted and the internal code of ethics in force, making every reasonable effort to ensure that these rights and conditions are also respected and complied with by suppliers and sub-suppliers.

### COMMUNICATION

**Adopting a policy of absolute transparency and total collaboration with the authorities, public bodies and any parties** concerned with environmental aspects, safety and social responsibility in any way, through external communication of company policy, paying attention to all the requests made by the relevant stakeholders.

**General Management of the Group**  
(Mario Pozzoni)

