

Work safety policy

The policies of Guala Closures Group are all characterised by a common, relentless commitment to sustainable development, which enables us to strengthen our market leadership in the production of closures for alcoholic beverages, wine and soft drinks, oil and vinegar, pharmaceutical products and PET products, in full respect of ethical – social concerns, product safety and workplace safety, while safeguarding the environment.

The **work safety policy (safety in the workplace)** of Guala Closures Group is based on three pillars:

➤ Our people

We want our employees to be our added value.

This means:

- adopting effective methods for internal information to guarantee that requirements and objectives for safety in the workplace are communicated throughout the organisation and to gather observations, complaints and suggestions for improvement;
- providing the relevant workers with the knowhow, the means and the tools to guarantee that they maintain safe conditions in their working activities;
- making benchmarks between production plants to share and promote good production practices and the improvements implemented.

➤ Our products and our processes

Investing in research, making the most of our capabilities and innovating are the driving forces that enable us to surpass the expectations of our customers; furthermore, one of our priorities is to set in place reliable, effective and standardised processes, to fully meet the expectations of all stakeholders.

This means:

- developing new production processes and/or identifying possible improvements to existing processes with a view to guaranteeing and improving safety in the workplace;
- involving suppliers to optimise the choice of raw materials in order to guarantee safety in the workplace and to avoid potential situations of risk;
- applying the concept of continuous improvement to all activities.

➤ Safety in the workplace and the environment

Guaranteeing safety in the workplace and respecting the environment is one of our priorities.

This means:

- endorsing and meeting compliance obligations (International, National and Local Laws and Standards on the health and safety of workers in the workplace) and the additional requirements of our stakeholders;
- identifying internal representatives, who must act in the event of an accident, and providing adequate training and/or information for the management of accidents and first aid procedures;
- analysing the causes of actual or potential accidents, in order to avoid them happening again or preventing them from happening;
- establishing improvement objectives and KPIs to measure performance in terms of workplace safety.

This policy is common to all Group production plants and has been signed by the General Management of Guala Closures Group.

Each local General Manager or Plant Manager must be committed to this policy, understanding it, communicating it and applying it to their organisation, combined with preparing, implementing and verifying adequate measurable objectives in accordance with the Group sustainability programme.

F. Bove
(Chief Operating Officer)

M. Giovannini
(Chairman)