



Integrated System Policy

The Management, being aware of the challenges and opportunities that the market demands and delivers, has decided to develop an Integrated Management System that complies with the requirements of the international standards UNI EN ISO 9001 and OHSAS 18001 and to monitor periodically its continuous adequacy and effectiveness.

The System is the tool that has been selected to achieve specific internal improvement goals while at the same time ensuring the satisfaction of all stakeholders in a context of fair profitability for the Organization.

The Management deems that each stakeholder should be specifically involved; therefore the Organization undertakes so that:

- The Shareholders : get fair profits for the invested capital, the image of the Organization as perceived from the outside is maintained and improved, all legal requirements are respected in order to avoid and limit any possible sanctions.
- The Executives : are enabled to carry out their duties of management and control in a context of guaranteed compliance with the legislative and regulatory requirements, and therefore can develop and extend their professionalism and know-how.
- The Employees : are constantly motivated to improve, being focused on the pride of belonging to a state-of-the-art Organization, safe and healthy work environments and satisfactory pay levels are guaranteed.
- The Customers : are constantly aware of the functional adequacy of the products manufactured in full compliance with all binding legal requirements, including environmental and safety ones; there is a guarantee that they are offered the best price and a continuous and timely after-sales service to maintain their investments over time;
- The Suppliers : are aware that their greater involvement and participation will ensure the loyalty of the Organization, the regularity of payments and the recognition of fair prices
- The Community : can rely on the Organization's commitment to ensure respect for and improvement of the environment in order to limit and avoid any form of possible impact while at the same time ensuring the maintenance of the correct levels of safety for all people involved

Having said this, the strategic objectives that are going to characterize the Policy of the Organization, can be summarized as follows:

- Operate with continuous commitment to ensure compliance with the legal requirements on environmental and safety issues
- Increase the Organization's ability to interpret the requirements and instructions of the Customers in order to deliver performance and achievement in line with the expectations



- Establish a relationship with the Customers based on the right considerations for observations, complaints and customer satisfaction
- Keep the Organization up to date with technological evolution, streamline the use of available resources, reduce and minimize the risks concerning safety and environmental impact
- Involve and motivate staff to ensure that the operations of the Company are conducted in full respect of the environment and of health and safety
- Ensure and improve the safety and health of work environments by providing improvements that will keep the organization up to date
- Implement effective monitoring systems, from whose evidence draw reasons for reflection and improvement
- Increase the profitability of the Organization by rationalizing the production processes, supported by constantly evolving professionalism, full efficiency of means, competitiveness of procurement.
- Improve constantly the relationships with partners and suppliers, in an increasingly participative engagement.
- Keep the right channels of information with the staff to ensure widespread and systematic communication.
- Conduct suitable inquiries on injuries and accidents at work, as well as identify all near-miss events to encourage initiatives aimed at preventing accidents and/or occupational diseases; this type of actions will also be promoted to and demanded from involved subcontractors

As an assumption of responsibility, the Management undertakes to ensure:

- Continuous and staunch support for the the timely implementation of the Policy of the Company
- Organic and clear definitions of the responsibilities and powers of all the leading roles in the Organization.
- Improvement and refinement of design in order to improve the performance of the plants produced
- Accurate planning and programming of production activities, including the precise definitions of projects, the identification of the need for resources, the development of control activities, the management of non-conformities and corrective/preventive actions.
- Constant dissemination of information and data for the general growth of knowledge and professionalism of the members of the Organization.
- Active presence of the Management in resolving internal disputes.



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Annex A:

Page: 3 of 3

- Strong support for any form of initiative and/or investment aimed at improving compliance with the respect of environmental conditions and operational safety, with particular reference to all the initiatives meant to improve and maintain the conditions of health and safety of the working environment and of the health of the operators of the Company
- Involvement of the Organization in all external initiatives suitable for spreading awareness of the culture of "product quality" and increasing such culture

The Management as confirmation of the commitments undertaken delegates full powers of action to the role of Management Representative, who in turn collaborates with the roles of RQSA (Safety, Environment And Quality Manager) and RSPP (Prevention and Protection Service Manager) to establish, apply, monitor and maintain the Management System

The Management, granting no exceptions to the foregoing, subscribes to the formulated commitments of the Quality Policy.

Como, 5 July 2017

The Management

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