

COMPANY POLICY

RPC Cobelplast Montonate is a company operating in the market of sheets and cut panels of different rigid plastic materials, also with the cooperation of exclusive out-side contractors. RPC operates on the national and international market, paying particular attention to the European market.

The strategic target, in line with the RPC Group Plc. policy to which the company belongs, is the satisfaction of the expectations of the interested parts and it is reached through the following activities:

- *achievement of the quality and service, that means full satisfaction of the customer;*
- *R&D activities to maintain a proactive role against the customer;*
- *respect of the environment;*
- *guarantee of safety working conditions of the personnel.*

Therefore the priority target of RPC Cobelplast Montonate is to keep a level of investments adequate for the creation and the maintenance of a management system able to drive and to control all the activities which are necessary to achieve the identified targets, by continuously improving the performances.

The Company's activities are conducted to ensure that all persons concerned enjoy a safe and healthy working environment. All employees of the Company are responsible for their own safety and for that of others affected by their actions.

Management is the first responsible for safety and health, and all managers must be a positive example for the staff, putting the health and safety first, and involving employees and encouraging the development of a culture of safety and health within the Company.

Each employee will be involved in actively identifying potential hazards which will be evaluated and where possible eliminated or at least kept under control. At each stage of this process, employees will be involved to promote a culture of continuous improvement.

The Company's safety standards are applied and communicated to employees and external workers. The Company will ensure that the external workers understand the systems and procedures applied by the Company and that adhere strictly to them.

The Company will consider any accident or potentially dangerous situation, will determine the causes and will act to prevent reoccurrence. Details related to the causes and actions will be shared in the Company, encouraging employees to learn from the experiences of others.

The Company has developed and will continue to improve performance measurement systems for safety and health. Regular audits will be conducted and detailed operations performed within the Company focusing on systems and security-related behaviors, with a commitment to identify, within and outside the Company, examples of performance that can be implemented in daily operations to raise the Company's standards for safety and health.

Our base principles

The company pursues the satisfaction of the followings primary principles:

- *to grant the satisfaction of the customer and of the interested parts;*
- *to prove the commitment for the continuous improvement of the quality, environmental and safety performances;*
- *to guarantee the measurement of the customer satisfaction using the results to identify the corrective actions;*
- *to boost the personnel training and to awaken them to quality, environment and safety;*
- *to guarantee an accurate choice of suppliers, goods and services that have an important impact on quality and/or environment and/or safety;*
- *to respect all the laws and rules applicable to product, safety and environment.*

Considering the a.m. principles, the Management undertakes:

- *to set targets for the improvement and to re-examine them periodically;*
- *to guarantee the active personnel involvement at all levels, also through the communication of the stated improvement targets;*
- *to grant the identification, the updating and the respect of the applicable laws, rules and norms;*
- *to draw and to update procedures able to effectively pursue the stated targets and to minimize the effects of possible Non Conformities, environmental accidents and prejudicial situations for the safety.*

Attention to all the interested parts

CUSTOMERS

The attention to the customer starts from the Management and has to be spread to all company levels. Everybody must commit themselves to acknowledging the requirements and expectations of the customer and to fully satisfying them.

The customer satisfaction measurements have to be considered as an important moment to collect and analyse data in order to understand what are the strong and weak points of the organization; the weak points must then be faced with suitable corrective actions in order to remove the causes permanently.

The customer is informed of the attention that the company reserves to health, safety and environment respect.

THE SHAREHOLDERS

The company is straining to maintain a position of leadership in its market (which means research work and investment in technologies, human resources and everything necessary to constantly

improve the quality level of the products and services, health and safety of the workers and environment respect) and therefore to grow and to get a positive economic result.

THE PERSONNEL

The people represent the most important company assets.

The company identifies in the abilities and in the experiences of its personnel the possibility to develop a Business System able to produce continuous improvement of quality, safety and environmental performances.

The most important task of the management is, therefore, to assure the awareness of the personnel on themes of quality, safety and environment.

Such awareness is stimulated also through periodic fire evacuation simulations and management of possible environmental accidents.

A specific sensitization is carried out towards the necessity to correctly manage waste, to avoid resource waste and to reduce the direct and indirect impacts.

Everybody, at all different levels, has to give their contribution, as a team, with the maximum care, offering their abilities to the company; therefore the Management carries out the examination of the individual competences compared to the assigned activities and, when necessary, organizes suitable training activities.

Particular attention is paid to training activities for the new staff; all the personnel is fully informed about:

- *the company policy;*
- *the safety and environmental risks linked to the business activity;*
- *use of equipment and safety protection devices;*
- *safety data sheets of the products;*
- *laws and rules to be respected;*
- *environmental aspects and impacts of the production processes;*
- *emergency and evacuation procedures.*

THE SUPPLIERS

The Management is aware of the fact that it is difficult to satisfy a customer and to get respectful behaviours in terms of safety and environment if the suppliers are not qualified.

Therefore all efforts are directed to evaluate the suppliers and to build continuative relationships with those that show engagement in respect of all the agreed requirements, included, when applicable, the requirements related to safety and environment behaviour rules.

The message that the Management wants to pass on to the chosen suppliers is that their correct behaviour will favour both the growth of RPC and the suppliers business.

THE TERRITORY WHERE THE COMPANY WORKS

Thanks to an effective Quality and Environment System Administration, the Management is involved in preventing any environmental and quality problem that can cause troubles to the territory and the community where the company works.

RPC Cobelplast Montonate identifies and periodically evaluates its environmental aspects and Non Conformities, in order to plan and to carry out continuous performance improvement strategies.

Any claim is evaluated and managed with the maximum attention, in order to pursue, in all possible cases, the satisfaction of whom has raised it.

10th of October 2011

The Management