



**ZOBELE
GROUP**

Group Policy

Smart solutions for an easy life.



Zobebe Group Policy

For 100 years Zobebe Group has been operating with unrelenting professionalism, dedication and integrity in the sector of production and commercialization of household products for leading consumer brands, capitalizing on our manufacturing plants located world-wide.

Our goal is to become the reference company in all the business sectors in which we operate thanks to our consolidated know how and our “one-stop-shop” approach: from product innovation, through product industrialization to operational excellence in manufacturing. Continuously striving for the maximum in Quality levels has made us Leaders in our industry. We are strongly determined to maintain our leadership position, while guaranteeing complete respect for our values of Team Work, Integrity, Passion, Excellence and Recognition.

The guidelines that inspire the Group’s initiatives are:

- **Maximum Customer and Consumer Satisfaction**, deriving from optimized business processes (the “Zobebe Production System”), synergic work teams, effectively de-signed and maintained infrastructures and productive technologies, capable of delivering products and services of superior quality, that exceed our customers’ and consumers’ expectations, ensuring full compliance with the most demanding requirements of international Quality, Environmental protection, Safety standards, regulations, with the de-fined process and product specifications and product life cycles.
- **Leadership** through relentless focus on **Innovation**, pushing back the boundaries of technology in every project in order to actualize every new idea, delivering added value to both customers and consumers.
- **Employee Satisfaction and Team Spirit**, as an imperative in maximizing synergies and fundamental in obtaining the best out of everyone, through individualized training, growth and career development paths within a dynamic environment that aspires to involve, motivate and realise the potential of each and every one of our employees.
- **Focus on Prevention**, thanks to a contextualized risk-based thinking approach in all areas of business activity, from Occupational Health and Safety management, to Environmental, Quality and Ethical management in order to identify, understand and assess threats and opportunities, minimize the external and internal impacts and to maximize the return on each process through the implementation of effective strategies and actions.

- **Conserving the Environment and ensuring Work Safety**, as a guiding principle of our company vision that aims to maintain the equilibrium between all aspects of an environmental and work safety nature, ensuring compliance with all applicable laws, norms and voluntarily undertaken obligations. Moreover, we are focus-oriented in discovering new opportunities to minimize environmental impact, to reduce pollution and impact on illnesses, to save natural resources and to improve the working environment from the perspectives of environmental and safety accident prevention, work hygiene and safety, ergonomics and internal work climate.
- **Integrity**, as the way to run everyday business processes, in full compliance with all the applicable legal, regulatory and management system requirements. We also commit to not tolerate and to fight any kind of **bribery**, through employee education, business activities control and investigation of any kind of signalled concerns made by our internal and independent Anti-Bribery and Corruption Bodies.
- **Promoting a rigorous Ethical Approach**, we view our activities from a global perspective, and are thus dedicated to respecting individual cultural identities and diversity, the value of life and Human Rights.
- **Protection of our Know-how**, through an intelligent, secure and controlled management of our employee knowledge and of the exchange of information and documents, both within and outside our Group.
- **Shareholder Satisfaction**, achieved as a result of a Company blending Quality, Safety and Environmental Care with maximized returns deriving from investments made both in technology and human resources.
- **Continuous Improvement**, representing a fundamental principle underpinning our culture, implemented at all levels of the organisation as an investment in ensuring success and profitable growth.

Senior management is committed to adopting a proactive role in the promotion of any initiative that incorporates the above-stated values and is grateful to all personnel for the results obtained up to now. We continue to place trust in this mutually beneficial team dynamic that ensures that we are all fully prepared to face the challenges of the future.

Smart solutions for an easy life.

The CEO
(Roberto Schianchi)

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