

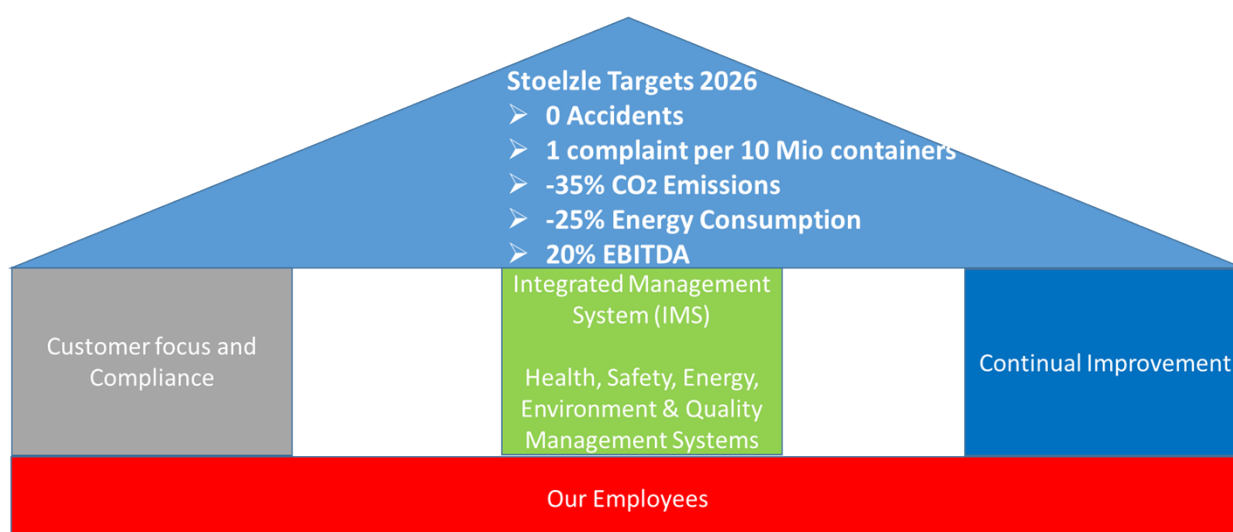
## STOELZLE GLASS GROUP IMS POLICY

We at Stoelzle are proud and passionate to be working with a traditional and sustainable material such as glass, transforming and decorating it into safe, sustainable and outstanding containers for the **consumer, pharma, spirits, cosmetic, perfumery and food industry**.

We are a multigenerational family-owned company with a long-term vision! We are committed to:

- be **first choice partner for our customers** by living a culture of reciprocal trust and solving daily our customer problems through our curious and performance-oriented work ethics.
- continuously challenge and improve our glass manufacturing capabilities to reduce **waste generation, water utilization, and air pollution**.
- provide our employees a culture, which fosters **life-long learning, personal development, and long-lasting relationships**.

We regard the integrated management system (IMS) as one of our **pillars** in order to reach our group targets. Stoelzle's success is built on the following pillars:



### 1. EMPLOYEES

Our employees are the foundation of Stoelzle, therefore we commit ourselves to:

- Offer a safe and healthy workplace to our employees and any collaborators.
- Ensure employees and collaborators well-being and safety.
- Ensure that all employees, collaborators and their representatives are consulted and do participate into improving the safety of our workplaces.
- Ensure that our people receive proper training and chances to achieve qualifications and develop their competences.

## 2. CUSTOMER FOCUS AND COMPLIANCE

- We increase our customer satisfaction by excellent service, high quality, safe and sustainable glass packaging solutions.
- Our products fulfill the highest quality and all legal requirements.
- We ensure proper documentation and communication of all quality related activities.
- We fulfill all legal and other requirements.
- We ensure that all our activities consider the protection of our environment including prevention of pollution and emissions.
- We ensure that our manufacturing environment fulfills the applicable high hygiene and housekeeping standards.

## 3. INTEGRATED MANAGEMENT SYSTEM

- We commit to certify our management systems according to relevant certification norms such as ISO 9001, BRCGS, ISO 15378, ISO 14001, ISO 50001 and ISO 45001.
- Our management system offers the framework and access to information and resources in order to set and check the fulfillment of targets for safety, quality, environment and energy.
- Our management system offers appropriate guidance for our people in order to meet all relevant requirements and to fulfill our targets.

## 4. CONTINUAL IMPROVEMENT

- Continual improvement is part of our culture. We strive to improve our processes continually in all Stoelzle areas. All Stoelzle employees are responsible for it.
- Every Stoelzle employee contributes to continual improvement by participating in our SIM (Stoelzle Idea Management) program.
- Our Continual improvement activities are focused on
  - Health and Safety:** Improving our workplace, eliminating hazards and reducing risks
  - Quality:** Improving product quality and reducing product safety risks resulting into reduction of costs of poor quality (COPQ) and customer complaints
  - Environment:** Reducing our environmental impact by resource efficient processes and by reducing CO<sub>2</sub> and other emissions, pollution and waste over the lifecycle of our products.
  - Energy:** Reducing energy consumption by energy reduction projects, identifying energy reduction chances during design of new processes, equipment, products, infrastructure or software and by supporting the purchase of energy efficient equipment and services.
  - Efficiency:** By increasing process output and removing unnecessary waste.



As the CEO of Stoelzle Glass Group, I commit myself to support and provide the necessary resources, so that the integrated management system is effective and supports us in reaching our group targets.

I ask everyone at Stoelzle to support the commitments and principles that have been outlined in our Stoelzle Glass Group policy.

Georg Feith  
CEO Stoelzle Glass Group

	Date	Position	Name
Issued	07.06.2022	CEO Group	Feith Georg
Audited	30.06.2022	IMS Director Group	Kloukinas Benjamin
Approved	30.06.2022	CEO Group	Feith Georg