

INTEGRATED POLICY

From the skill and talent of Marino Belotti, engraver of precious metals, was born in the early 60s the eponymous company, initially for the production of molds for buttons in plastic material and then for the complete cycle of the manufacture of buttons, from the creative idea, to the moulds, to the production. The company began its success in the national and international fashion industry. At the beginning of the '80s the company diversified its production specializing in the design, development and industrialization of plastic containers for cosmetics, conquering also in this field a prominent position. Oggi MARINO BELOTTI S.r.l. distribuisce i suoi prodotti sul mercato nazionale ed internazionale.

Its experience and the technologies it possesses allow, in addition to offering customizable standard products, to respond effectively to the ever-changing needs of its customers and stakeholders.

MARINO BELOTTI S.r.l. sets as objective the DESIGN, INDUSTRIALISATION AND PRODUCTION OF COSMETIC PACKAGING

MISSION

"DRESS THE PRODUCT OR COMMUNICATE THROUGH PACKAGING EMOTIONS, DESIRES AND CURIOSITY" The packaging of a cosmetic is much more than a simple container, just as the cosmetic is much more than a simple colored paste: together they constitute a significant symbol to affirm and communicate a personality, a way of life, a way of relating to others. With this in mind:

- In the design department, new shapes and new colours and materials are continuously studied, in order to create a product similar to the market trends, to respect the needs, demands and requirements of the customer and the interested parties;
- In addition to the wide range of customizable standard containers, customers and stakeholders can choose to create a new packaging that is unique to their needs. The creation of a new container provides a close relationship of collaboration with the customer, to achieve the harmony of style, colors, shapes between content and container.
- The R&D department is constantly working in search of new materials and environmentally friendly finishes investing in the process of continuous improvement and in the search for new and innovative technological solutions;
- Velocità del servizio per i tempi di consegna e tempestività delle risposte alle richieste dei clienti e delle parti interessate completa il servizio offerto.

"BETWEEN SAYING AND DOING"

One of the strengths of Marino Belotti is the ability to manage the entire production process, from the creative idea to the finished product.

All the design choices in fact make use of the great experience accumulated in the creation of packaging for cosmetics.

With this in mind:

- The construction of the moulds is carried out in-house, allowing to respond quickly to the requests of customers, interested parties and the market;
- The production departments have the most up-to-date equipment and plants for the injection moulding of plastics, for the decoration and assembly of products
- External surface treatments, finishes and decorations are carried out by specialized and qualified suppliers.

"ONLY QUALITY PRODUCES QUALITY"

From the initial idea of the designer to the finished product, all stages of development and industrialization require the highest level of accuracy, to achieve the goal of "total quality" that we have set ourselves. At MARINO BELOTTI S.r.l. we are aware that in a global market, prosperity and success are played on these aspects:

- Capacity for constant innovation;
- Attentive and punctual service to the requests of the customer and the interested parties;
- Product quality.

Quality as mentality is intended not only to comply with mandatory standards, but to respect all aspects of the company, or:

- Intuition of creativity;
- Accuracy of execution;
- Improvement of production processes;
- Continuous research of new technologies;
- Punctuality of commitments;
- Constant and continuous compliance with GMP-compliant good manufacturing practice;
- Proper maintenance of the equipment and tools used within the company;
- The use of suitable products in and around production facilities;
- Continuing training of operators;
- Identification and storage of waste products;
- The implementation and effectiveness of traceability systems;
- Cleaning of food facilities, equipment, utensils, floors, walls and ceilings;
- Control and total protection of the product against any external contamination.

“RESPECT TO ETIC STANDARD: SA8000”

The Directorate of Marino Belotti has decided to introduce the voluntary standard SA8000, based on the Universal Declaration of Human Rights, ILO documents and other international norms concerning human and labour rights, as well as national laws, to enhance and protect all personnel falling within the sphere of control and influence of an organization.

Compliance with the eight elements of the international standard, namely:

Child labour force:

- Forced labour;
- Health and safety;
- Freedom of association, right to collective bargaining;
- Discrimination;
- Disciplinary practices;
- Working time;
- Remuneration criteria

They are essential for the correct implementation, monitoring and application of the SA8000 system.

In this regard, the Management works continuously for:

- Establish a climate of mutual understanding from the organizational point of view;
- Maintain optimal relationships between staff and company, foster a participatory model and dialogue with staff, carry out climate analysis;
- Apply equal opportunities criteria (recruitment, training, development, promotion, etc.) at all levels of staff;
- Avoid forms of discrimination and marginalisation and promote equal opportunities for all staff;
- activate a gradual involvement of SUPPLIERS in the ethical path undertaken, in order to consider them as partners also on issues of social responsibility;
 - consider its CUSTOMERS as a fundamental element of its success, ensuring a service that reflects the ethical behavior of the company.

According to the standards Sa 8000 and especially for the purpose of greater security of respect and continuous monitoring of performance Sa 8000, the company has also established a team (Social Performaces Team) that periodically reviews and monitors the performances Sa 8000 and takes care to enforce the requirements of social responsibility to the interested parties proposing to the direction actions to be taken for the improvement of the performances.

Every year during the Review, the Management undertakes to define new measurable and quantifiable targets for Social Responsibility, with a view to the continuous improvement of its performance. With this in mind, the importance of the active involvement of staff, suppliers and other stakeholders in the formulation of proposals and ideas for improvement and in the implementation of the System through communication activities is considered important, training and awareness-raising on Social Responsibility issues. Marino Belotti guarantees the documentation, implementation and conservation of the information and results of its Management System for Social Responsibility, ensuring its accessibility and availability to all interested parties who wish to see it.

"RESPECT FOR HEALTH AND SAFETY AT WORK AND ENVIRONMENTAL PROTECTION: CREATION OF A SYSTEM COMPLYING WITH UNI EN ISO 14001:2015 AND UNI EN ISO 45001:2018"

Marino Belotti has always been careful to create a safe and healthy working environment, to combat accidents and diseases related to work and to operate in compliance with the environment and the applicable legal requirements.

- The Management considers that the establishment of the Integrated Management System is the way that leads to the implementation of the Company Policy and the achievement of the following objectives:
- • strengthening of top management in demonstrating leadership and commitment in relation to the management system and ensuring the consultation and participation of workers in development, planning, the implementation and continuous improvement of the integrated management system;
- compliance with applicable laws and regulations;
- Optimisation of energy resources;
- development, guidance and promotion by the Management of a culture in the organization that supports the achievement of the expected results of the integrated management system; also by environment;
- • consultation and participation of workers and workers' representatives;
- • allocation of resources suitable for the maintenance of the integrated management system;
- • responsible departments to maintain the efficiency of process management;
- • internal communication of information relevant to the integrated management system between the different levels and functions of the organisation, including changes to the management system; diversity aspects shall be taken into account by the organisation in its communications (language, culture and gender) and ensure that the views of external stakeholders are taken into account in establishing their own communication processes.
- • optimization of the supplier fleet, through the evaluation of their performance and the selection of products, materials and equipment with less environmental impact and with reduced risk for workers;
- choice of products and raw materials used, preferring products that are safer for the risks of exposure of workers and environmental protection, always selecting high quality products.

VALUES

- The main characteristics and values that distinguish MARINO BELOTTI S.r.l. are:
- Maintenance of the structure in Italy to guarantee the brand "Made in Italy" and enhancement of local suppliers;
- Consolidation on the territory and strengthening of the ethical and social context; Protezione del prodotto;
- Setting up a control system dedicated to continuous improvement;
- Achieving customer and stakeholder satisfaction;
- Continuous investments in R&D, in training and information of internal personnel;
- Constant participation in world trade fairs;
- • Continuous analysis of trends and market values;
- • Respect and Growth of people with the valorization of each worker;
- • Satisfaction from employees and stakeholders;
- • involvement of the working staff so that they can work with better quality both from the point of view of the result offered to the customer and for the quality of the work for the employee himself;
- • empowerment of all personnel regarding the quality of their work and the need to pursue the continuous improvement of the Integrated Quality Management System, Health and Safety at work and environmental fulfilling the explicit and implicit requirements of the Customer and the interested party;
- • empowerment of Function Managers to ensure the application of the Quality, Health and Safety Policy and the maintenance in full efficiency of the Integrated Management System;
- • Development of a joint participation of workers and management in the implementation of the SA8000 system;
- • Increase the credibility and improvement of the corporate image in the reference market by giving consumers and users guarantees of the ethics of their operating cycle;
- • Improving the relationship with social institutions and organizations;
- • Control of ethics and social correctness in the supply chain through "social" checks;
- • Improving relations with internal staff, improving quality of life and working conditions;
- • Improvement of the business climate: workers feel protected by the company in which they work and more involved in achieving the objectives;
- • Improving internal and external communication through publicly available reports;
- • work organisation to improve the efficiency of processes and the management of activities by the workers involved
- • Sustainable use of water resources;
- • Optimisation of energy resources;
- • Ensure proper compilation and storage of environmental and safety records that constitute objective proof of service quality;
- • priority search for product safety and reliability;
- • ability to respond to customer orders as quickly as possible;
- • planning the training of personnel of all functions and at all levels, sensitizing them to the risks associated with their duties and activities;
- definition of objectives/targets for the company functions that allow to verify the adequacy and continuous improvement of the Integrated Quality, Health and Safety at Work Management System.

In this context, the Management supports the conviction that the organizational model defined by the UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI EN ISO 45001:2018 and SA8000 standard is the correct model to follow to carry out a careful analysis of the way of operating, the definition of the modalities of monitoring of all the phases of the business activities and the description of the organizational practices.

The Management undertakes to respect the requirements of the above mentioned norms and standards and to disseminate their principles within the company through the communication of this Integrated Policy.

The Management also supports the concept that the organization model is continuously improving with the constant training of operators with a view to respect for good operating practices, in accordance with the GMP guidelines.

Finally, the Management, with a view to the centrality of the worker and internal and external stakeholders, expresses its importance to the concept of the protection of the product and the consumer who uses it: we know that the consumer is the user of the product as a tool, user of the information that it proposes, interpreter of the product as a cultural and social object.

In this regard, the organization takes advantage of the concept of total protection of the product: the final product is controlled 100% in order to protect and protect, throughout its life cycle, those who will use the product itself.

As stated above, the Management undertakes to take an active role in the promotion and guidance of all activities having an influence on quality, understood as Customer Satisfaction, through the dissemination at all levels of the concepts presented here, the monitoring of processes and risk assessment the verification of the results obtained.

It is therefore necessary to ensure the quality of what we achieve through continuous improvement to aspire and achieve the primary goal of product and service quality.

CEO
Maria Teresa Belotti