

Integrated Management System Policy

At Gum Base Co., the **health and safety of its staff, care for the environment, quality and food safety, are non negotiable values.**

The company adheres to current laws and regulations concerning health and safety in the workplace and acknowledges its people as a fundamental pillar, urging its management to operate confidently and with felt leadership through the concrete example of their own behavior.

As part of their duties and commitment to the company's general goals, management endeavours to apply this policy, which is available and publicized to all employees and people operating under the organization's control with the aim of making everyone aware of their own obligations.

Management will review the policy periodically to ensure continuous alignment and fit with the organization, constantly looking to improve the Management Systems in place and, if necessary, introduce new ones, encouraging the pursuit of following macro objectives related to the Company and to the whole Group:

Health and Safety

- **Prevent risks at source** by reducing the likelihood of occurrence, through developing and evaluating products and materials, improving operating procedures and equipment;
- Continue to **improve the focus on excellence** in terms of working environments and tools – equipment, making them safer, more ergonomic and ensuring long term **sustainability** for operations;
- Encourage all employees' active **involvement and participation** in developing a cultural that favours improved processes and control of preventative aspects also through employee health and safety representatives;
- **Motivate** all employees in **promoting** safe behaviour and healthy habits in the workplace and in everyday life;
- Achieve and maintain a level of **zero injuries** whilst **analysing all events** so as to prevent possible accidents reported through development and implementation, as well as assessing efficiency of plans for improvement;
- Insist that **health and safety awareness training** and **competency specific training** activities be carried out by all personnel;
- **Ensure** that all contractors, autonomous professionals asked to operate in the company and visitors recognize, embrace and practice our values;



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- **Oversee** that all prevention and protection measures foreseen by our operational procedures are carefully followed by all employees, supervisors, managers, directors and employer's representative;
- Set objectives and monitor performances to guarantee continuous improvement of results and our way of operating

Care for the environment and long term sustainability

- Source solutions to help **save energy** and encourage the use of **renewable sources of energy**;
- Support initiatives to **collect** and **recycle packaging**;
- **Reduce** non-recyclable **landfill waste**;
- **Provide** the workforce, including all contractors, with information on **environmental aspects** with a goal to raise awareness of impact on the environment.
- **Increase awareness** of each and everybody's role within the company, providing specific **environmental training** in line with each role;
- **Regularly assess the environmental performance** and safety standards to provide improvement where necessary;
- Be **transparent about commitment**, also asking suppliers to comply with environmental laws and where possible, giving preference to those suppliers who are ISO 14001 certified or equivalent;
- **Ensure** the **commitment** to improving the long term environmental performances **during both design and future development of business**;
- Actively protect the **ecosystem**.

Staff and the working environment

- **Manage Human Resources** through concrete actions aimed at their continuous development, therefore granting success to the company according to the highest standard;
- **Guarantee** a truly diverse and inclusive working environment, where diversity is valued and **discrimination**, in any way, shape or form is **not tolerated**;
- **Encourage** a **stimulating** working environment, where trust, cooperation, creativity and development reign supreme and where **personal contribution** is supported;



- **Spread awareness** that every single employee is an active part of company life, and therefore responsible to promote its basic principles and actively contribute to its success;
- **Further personnel** growth and development opportunities through direct involvement in projects and specific development programs;
- **Support teamwork** as a way of inspiring and delivering on a set of common goals;
- **Recognize and reward** competencies and performance.

Food Safety

- Manufacture gum bases which **guarantee** maximum respect of the **highest and strictest applicable food safety standards**;
- Maintain existing Certifications – BRC, HACCP/GMP, **to publish our commitment to supplying safe products**, according to the most advanced management systems, constantly at the forefront of the company!;
- **Keep a high focus** on scientific and technologic developments that may influence the raw materials used in our products;
- **Invest** in activities/equipment for the **monitoring** and evaluation of the **food safety aspects** of our raw materials;
- Keep **all training for company departments updated** to ensure that all checks and controls across all manufacturing processes adhere to the rules defined by our Quality, Hygiene and Food Safety Systems.

Quality and Innovation

- **Carry out analysis of the company's needs** ensuring all relevant parties, are taken into consideration, thus making sure that the company's objectives are always a **guarantee of its sustainability**;
- **Improve and consolidate** the communication/cooperation with the **customers** in order to better understand **their needs** and **create partnership** through an efficient pre-post sale assistance, aimed to reach a **mutual benefit**;
- **Invest** in resources for the study of raw materials study, researching new formulas, together with the aid of new ingredients, technologies and production processes;



- **Guarantee** to our customers products that meet the **food requirements of interest** (Halal – Kosher) or that contain **sustainable raw materials** (RSPO MB –SG);
- **Involve** and **sensitize** our suppliers as an integral part of the company in reaching fixed quality standards, as a way of **guaranteeing the end customer**, as well as in researching/studying new raw materials;
- **Ensure** continuous commitment to staff **training and raising awareness** regarding quality aspects, the efficiency of their work and of the organization;
- **Publish** and continuously improve the **company's commitment to the excellence** in its activities, using the most advanced management systems as a growth tool.

The Management asks all managers to determine objectives and KPIs to monitor the processes in a more detailed manner, so that the final result is in line with the company's and group's strategic and sustainability goals as much as possible.

February 2017

Managing Director

Management Team



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