

1 PURPOSE and GENERALITY

The purpose of this document is to disseminate and promote understanding of BERTO E.G.'s Quality and Safety Policy at all levels of the company.

It is an integral part of the company strategy. In drawing it up, the management has taken into consideration: the level and type of improvements needed to develop the structure; the expected or desired level of customer satisfaction; the development of those working within the structure; the needs and expectations of the communities in which the production plants are installed; the resources needed to comply with the requirements expressed by the standard.

2 CORPORATE PHILOSOPHY

VISION: *Creative Laboratory of Exclusivity and Well-being in an Indigo World*

Berto wants to be a "denim craftsman", creator of new stylistic solutions within the 'Indigo World'. A real creative laboratory that offers customers exclusivity and well-being, which can be summarised in the following points:

- Indigo world
- Creative laboratory synonymous with research and knowledge
- Creating products for an exclusive market
- Creating products that provide added value to the end consumer
- Awareness in the purchase of our fabrics
- Sale as a shopping experience.

MISSION: *Smart Denim craftsman* creating trustworthy relationships to offer customers innovative and quality products.

What added value do I bring to the end customer?

1. Contemporary Laboratory → Flexibility and Innovation
 - No mass markets
 - Alternative proposal
 - Product Customization
2. Exclusivity → Dedicated projects. Unique Solutions
 - Proposal of different products
 - Dedicated customer service
 - Attention to quality
3. →
 - Well-being Products that make people feel good
 - Products that have added value
 - Products that make people feel good
 - Products/cycles that respect the environment
4. Indigo → Blue as the main element

VALUES: *what drives our strategic and operational choices?*

- Humbleness
- Responsibility
- Collaboration
- Respect

- Consistency

Our commitment is aimed at a balanced development of the territory, supported also through the constant improvement of product quality. We invest a lot in training because we believe in entrepreneurial development, keeping up to date, sustainable production, process and logistics optimisation, quality and conformity control.

3 QUALITY AND SAFETY POLICY

In order to obtain greater awareness and consequent support for the Company Policy from the staff, the Company's Management has decided to display it in a clearly visible space within the working environment: notice board in the department.

The Company Policy is summarised as follows.

The Management has freely adopted the instrument of guaranteeing the Management System, being convinced of its usefulness in order to monitor the Company performance and development in all its aspects, not only from the point of view of service, but also from the point of view of the rationality of the organisation, improvement of processes, effectiveness and respect for programmes, and compliance with the applicable mandatory regulations.

The Management has identified as a critical success factor the adoption of a Company Policy which, through constant attention to the professionalism of human resources and the effectiveness of technical and organisational processes, is proposed as a guarantee tool for the achievement of strategic objectives and the continuous improvement of the company performance: customer satisfaction, safeguard of the work activity, compliance with the applicable mandatory regulations in terms of product manufacturing and health and safety at work.

The achievement of these objectives is the long-term aim of the Board of Directors. Every year, on the occasion of the Management Review, these goals are monitored through specific operational objectives grouped in the document "Mod. 004 - X-Matrix", the achievement of which is periodically verified.

In particular, the Management of the Company BERTO E.G. ensures that the Company Policy:

- is appropriate to the needs and requirements of the Company itself and the requirements of the customers;
- is documented, implemented and made operational through the involvement of the staff at all levels and functions concerned, according to the procedures laid down in the Company Management System;
- is oriented towards the achievement of requirements and continuous improvement;
- provides a path for determining and reviewing Quality and Safety objectives;
- is communicated, understood and implemented by everyone within the organisation;
- is regularly reviewed in order to check its adequacy;
- is applied to the activities carried out by BERTO E.G. whose field of application is shown below:

DESIGN AND PRODUCTION OF COTTON FABRICS FOR CLOTHING

The entire organisational structure is involved in understanding and sharing the Company Policy. The Management verifies the level of sharing of the Policy, analysing annually the indications arising from internal audits, non-conformity registers, corrective actions, preparing appropriate corrective actions when deemed appropriate and disseminating the contents and intentions during the annual meetings in the departments.

The Policy is also made available to relevant stakeholders by delivery on request.

Bovolenta (Padua), 14/12/2017

THE MANAGEMENT