

Integrated policy

Quality, environment, people and business continuity

Since 1973, Cartotecnica Montebello has combined expertise in paper converting with innovation in board book production in Sarego, Italy. The development of our technologies and the skills of our people underpin our relationships with publishers and international customers. Making products that are also intended for very young children requires particular attention to material quality, safety and reliable manufacturing processes.

This policy sets out the commitments that guide our decisions and our relationships with workers, customers, suppliers and the local community. Our management system integrates quality, environmental management and business continuity in accordance with ISO 9001, ISO 14001 and ISO 22301, together with FSC Chain of Custody and the principles of our Code of Ethics.

Product quality and safety

We are committed to understanding customer needs and meeting agreed requirements, technical specifications and the rules applicable in destination markets. For books and toy books, we consider the age of users and the intended use, with particular attention to children's safety. Material selection, process control, traceability and conformity checks support this commitment. We use feedback, complaints and production data to correct nonconformities, eliminate their causes and improve products, service and on-time delivery.

Environmental protection and resource use

We are committed to protecting the environment, preventing pollution and improving our environmental performance. We assess the impacts of materials, manufacturing processes and packaging from a life cycle perspective, considering the aspects we can control or influence. Our improvement efforts focus on the efficient use of paper, board, energy and water, reducing production scrap, and ensuring proper waste management and recovery. We consider climate-related risks and opportunities in our decisions and operational planning.

Responsible sourcing

We promote the use of responsibly sourced materials and maintain the traceability required by FSC Chain of Custody. We make product certification claims only when the relevant requirements are met. We engage suppliers in ensuring material quality and safety and meeting environmental and social commitments, assessing their reliability and fostering transparent, lasting relationships.

People and working conditions

We recognise our people and their skills as an essential resource. We are committed to providing safe and healthy working conditions, preventing occupational injuries and ill health, eliminating hazards and reducing risks. We invest in training and knowledge sharing, encouraging worker participation and listening to suggestions for improvement.

In line with our Code of Ethics and the principles of the ETI Base Code, we reject child labour, forced labour, discrimination, harassment and any treatment that undermines human dignity. We respect freedom of association and collective bargaining and are committed to ensuring regular employment, adequate remuneration and working hours that meet applicable requirements. We promote ethical conduct and the ability to raise concerns confidentially and without retaliation.

Business continuity and reliability

We are committed to preparing for events that may disrupt operations, with the protection of people as our first priority. We identify priority processes, critical resources and dependencies, assess the impacts of disruptions, and establish strategies and plans to maintain or restore operations within defined timeframes and at defined service levels. We regularly test and exercise our plans and use the results to improve our response capability. We coordinate with essential suppliers and ensure timely communication with customers and other interested parties.

Compliance and continual improvement

We are committed to complying with applicable laws, permits, contractual requirements and other obligations, including those we adopt voluntarily. Management provides adequate resources, assigns responsibilities and supports continual improvement in the effectiveness of the integrated management system, environmental performance and business continuity capability.

This policy provides a framework for setting and reviewing measurable objectives consistent with the organisation's context, risks and opportunities, and the needs of interested parties. We monitor results through performance indicators, checks and audits, and evaluate them as part of management review to identify the actions needed.

The policy is communicated to people working for the company, made available to interested parties and published on the company website. Management reviews it periodically and whenever the context, activities or requirements change, so that it continues to provide practical guidance for our decisions.

Executive Management