

QUALITY, ENVIRONMENT AND SAFETY POLICY

The Company's mission is to design, create and sell high-quality products, solutions and services that go beyond the Customers' requirements, the applicable regulatory criteria, the standards of good manufacturing, and the current environmental, health and safety regulations.

The Company's goal is to do things right the first time, every time, whether they be products, solutions or services.

The management of the entire process, which is based on the ethical and moral values of absolute integrity, requires the constant pursuit of a "global zero risk" in relation to the product's entire life cycle, even including the environmental and safety issues associated with production, as well as the continued use of the best available technologies.

We are dedicated to satisfying our customers' needs through innovation and training, both today and for future generations.

Zhermack is committed to:

- pursuing the continuous improvement of all its management systems, as a criterion for continuously optimizing the Company's performance;
- improving the skills and motivation of its human resources as a means for implementing the policy;
- disseminating knowledge and awareness of the policy throughout every level of the organization, using appropriate tools

In keeping with our Company's culture, our rewards are the leadership and the "value" that we generate in our areas of interest, both of which are to the benefit of our Employees, our Stakeholders, and the Community as whole."

Badia Polesine, 28 April 2014



Paolo Ambrosini
General Manager