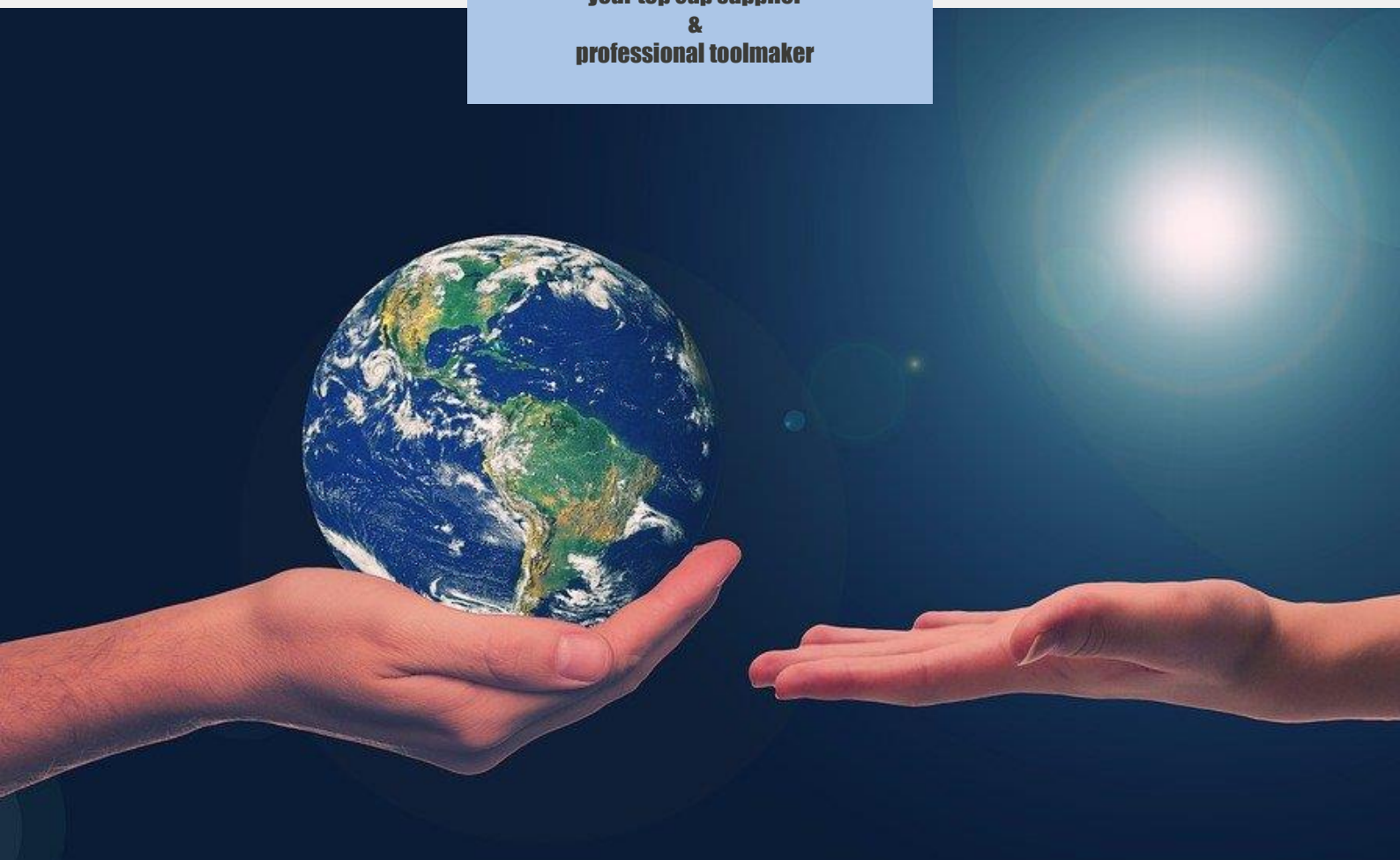




RUBA Thermoplast AG

**your top cap supplier
&
professional toolmaker**



Mission statement RUBA Thermoplast AG

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Preamble

For more than 50 years RUBA has guaranteed quality, flexibility and innovation. We have specialized in developing, producing tools and manufacturing caps and plastic containers for the cosmetics and pharmaceutical industry. Our constantly evolving assortment of more than 150 different tube caps makes us globally a strong partner and thus secures your competitive advantage.

The tool manufacturing has a modern CNC-machines, tools of development and also CAD/CAM systems. The ideas from our customers are implemented quickly and efficiently. In addition to new developments guarantees our manufacturing the maintenance of the tools and therefore the high quality of our products.

Our longtime experience and the consequent implementation of future-oriented developments help us, to satisfy all the requirements.

Beside the modern machinery with high automation, we can count on very good skilled employees with high quality awareness.

We work to the requirements of Quality Management System ISO 9001 and the ISO 14'001 Environmental Management and are certified for decades. We also work with the GMP-guidelines (Good Manufacturing Practice). Our internal mission statement is divided in the following priorities:

1. Security
2. Quality
3. Quantity



Global mission statement

Our actions are made of personal responsibility, sincerity, loyalty and respect against our fellow human beings and the environment.

Law

Our cooperation with public authorities is characterized by correctness. All necessary documents are visible for public authorities, are permanent updated by us and are submitted in due time.

During controls we support the auditors and make their work easier for them. During clarification of critical points are competent consultants by our side.

Quality

We live quality to meet the requirements of our customers. Since RUBA exists is the steady process of the quality improvement our daily mission. Audits und complaints we recognize as a chance to get better. Since the introduction of ISO 9001 in the year 1995 are all optimizations logged and analyzed. Beside the continuous training and further educations of our employees is the professional maintenance of the tools a guarantee of the quality.

Environment

We take our responsibility against the nature and the environment seriously. Therefore we are very gentle with the handling of our resources. Our tests with completely oil-free materials show, that ‚RUBA-nature friendly‘ caps can be reality in the near future. In practice, each of our client is able to make yourself a picture of raw materials and energy consumption. For each delivery we create a mass and energy balance. The calculation is based on public numerical values „eco-inventory for packaging“ and own figures of RUBA.

In addition to the normal accountancy we create every year a company balance sheet with the units „mass“ and „energy“. This instrument is used as a basis for future planning and decisions and is also a part of ISO 14'001 of the internal audit reports.

Customers

We are focused on the satisfaction of our customers. Our actions are based on their needs. Our ambition is to satisfy the individual desires of our customers flexibly, quickly and without bureaucratic effort.

We make sure, that our indications concerning quality and specification are correct. Statements to our customers are obligations.

The relationship with our customers is marked with fairness and honesty, obligations with fair competition and attention of the antitrust law. We can not agree with corruption, bribery and the resultant dependence.

We are obligated to keep a business secrets. Especially the secrecy of the customer data sets and their products are guaranteed.

Supplier

The business relationships with our suppliers are based on a fair and cooperative basis. During purchases we pay attention to an ideal price-performance ratio. We set a high value on a long-term cooperation and a competent consultancy. And furthermore, we constantly inform us about new developments and are open to new suppliers.

Inner mission statement

Our competitive advantage is based on the commitment of our employees that carry our values and performances to the outside. In return we offer an optimally safe working environment and the safest possible livelihood.

We support internal and external measures for further educations and personal development.

This includes also the training of apprentices. A respectful approach, observed work and rest periods, up to date remuneration, health and work safety, non-discrimination, freedom of expression and respect for privacy are the basis for our personal mission statement.

Zuzgen, 01.08.2022