

CASE STUDY: GATTO GROUP

QUALITY SYSTEM & ETHICAL POLICY

Company

Gatto Group

Region

Italy, Croatia, China

Intertek Solutions

ISO 9001

SA 8000

ISO 14001

ISO/OHSAS 18001

The GATTO Group is a leading packaging and communications company in Europe that creates innovative retail display solutions for in-store sales. GATTO Group provides expertise on large product displays for the retail floor, window displays, and product packaging. The GATTO Group's customers include many of the world's major players in the eyewear, jewellery, and cosmetics markets with almost 600 employees across five production facilities in Croatia and China, and is headquartered in the heart of the Dolomites in Italy.

"Our goal is to integrate this policy with all GATTO Group stakeholders, employees, suppliers, and customers. Many of our partners have also increased their ethical and eco-friendly awareness, and demand the same of their suppliers."



The challenge

Since the inception of the GATTO Group in the 1930s, creating an environmentally sustainable and socially responsible business has been important to the organisation. Although the company's ethical guidelines regarding human resource management, work place safety, fairness and healthiness, and environmental sustainability has always been at forefront of the organisation, it is now a more comprehensive and mandatory pillar for the GATTO Group. In order to facilitate this organisational shift, the GATTO Group has decided to rigorously regulate its behaviours and document relevant procedures through certification to international management systems standards.

Mr. Cristian Paravano, Quality Systems manager for the GATTO Group states, "Our goal is to integrate this policy with all GATTO Group stakeholders, employees, suppliers, and customers. Many of our partners have also increased their ethical and eco-friendly awareness, and demand the same of their suppliers."

To achieve this goal, the GATTO Group implemented a quality management system process, earning ISO 9001 certification in 2008. In 2015, they expanded their processes to ensure social accountability to local labour issues, workplace safety, and environmental laws and regulations by obtaining SA 8000:2008 certification. Additionally GATTO Group is in the process of further developing their management systems to include ISO 14001 for Environmental Management and ISO/OHSAS 18001 for Organisational Health and Safety. They plan to obtain certification in 2016.

"We strongly believe that eco-friendly and ethical management of the GATTO Group enhances our performance and helps create a more sustainable global marketplace. We are sure that this policy helps keep step with the market and guarantees the stability of our business for years to come" says Mr Paravano.

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The challenge is not just about gaining formal certification, but implementing a monitored custom-tailored system aimed at constantly improving processes to:

- Develop and maintain a sustainable and eco-friendly manufacturing system;
- Guarantee the respect of human rights through a fair relation with employees, with particular attention to creating safe and healthy working conditions, the prohibition of child labour, and offering fair salaries and ethical working schedules;
- Share the vision and project with all stakeholders, including suppliers;
- Offer clients the opportunity to choose among a wide range of products made with recycled or recyclable material and designed to optimize the movement of the goods, saving cost and reducing the carbon foot-print of the whole process.

The solution

Through the partnership with Intertek, the GATTO Group is able to constantly monitor their processes to insure continuous improvement and progress is made to meet their goals.

“By auditing our procedures, Intertek helps the GATTO Group identify areas of improvement so that we are continuously evolving our management system. The proactive understanding and evaluation of non-compliances helps the GATTO Group to improve our awareness of our business and our system processes.

Moreover, the international experience within a wide portfolio of heterogeneous business fields and the customised solutions offered by Intertek, gives us the chance to focus on the different needs of our various production plants, each one featuring its own products and operations within its individual environment and regulations” says Paravano.



The result

The GATTO Group is proud of being one of the few fully certified manufacturing companies within its field. Regardless where production takes place, the company is able to guarantee a standardised quality system which enables the GATTO Group to assure its customers and partners that the product and the ethical and environmental impacts of manufacturing is of the highest quality.

Thus, giving a helping hand to the safeguard of our planet and improves the relationship with employees.

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