

# Uputstvo za intergisani menadžment



**Integrated Management Manual of  
Georg MENSHEN GmbH & Co. KG  
MENSHEN Packaging CIS, LLC  
MENSHEN Iber S.L.U.  
MENSHEN Packaging (Shanghai) Co., Ltd.  
MENSHEN Packaging (Guangzhou) Co., Ltd.  
MENSHEN Packaging (Anhui) Co., Ltd.  
MENSHEN Packaging USA, Inc.  
MENSHEN Mexicana, S. de C.V. de R.L.  
MENSHEN Colombia S.A.S.  
MENSHEN d.o.o.**

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### Preambula

Sa uvođenjem ovog Integrisanog priručnika za upravljanje gore navedene kompanije Menshen Grupe sa svojim lokacijama na razli objedinjene su u zajednički sistem menadžmenta. Ovo spajanje služi za stvaranje ujednačenog i centralno kontrolisanog sistema upravljanja. Cilj je da se van kompanije predstavi ujednačena slika. Sve izjave u kompletnoj Dokumentaciji menadžmenta i pratećim dokumentima i obrascima koji se odnose na ljude važe i za muškarce i za žene. Muški oblik pisanja je odabran da olakša čitljivost.

Centralna funkcija/koordinacioni center za sistem menadžmenta je Georg Menshen GmbH & Co. KG.

Kvalitet je tradicija u Menshen grupi. Svaki član zaposleni je odgovoran za svoj rezultat rada i svojim ponašanjem doprinosi stalnom poboljšanju našeg učinka.

Naš integrirani sistem menadžmenta se zasniva na standardima navedenim u okviru Opsega primene. Ovaj Priručnik opisuje aktivnosti, odgovornosti i funkcije, kao i opšte metode primenjene na planiranje, postizanje, obezbeđivanje i kontinuirano unapređenje naših proizvoda i usluga.

Ovaj Integrirani priručnik za upravljanje, zajedno sa relevantnim nacionalnim zakonima i propisima, obavezan je osnov za sve oblasti i funkcije u okviru pomenutih kompanija Menshen grupe.

Takođe, obavezujuće su procedure, uputstva za rad, aneksi i odgovarajući obrasci.

Stupa na primenu 2025-09-21



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Chief Executive Officer (CEO)

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### 1 Predstavljanje kompanije

#### 1.1 Istorija i razvoj kompanije

Kompanija Georg Menshen GmbH & Co. KG osnovana je u Finnentropu 1970 kao dobavljač za Walter Stauffberg GmbH & Co. KG, koja je takođe bila u vlasništvu porodice Menshen. U svom daljem razvoju kompanija se specijalizovala za proizvodnju jednodelnih i višedelnih plastičnih zatvarača, vhova zatvarača i poklopaca, kao i drugih komponenti pakovanja proizvedenih injekcionim brizganjem plastike. Komponente proizvedene na ovaj način delimično se sastavljaju u kontinualnim ili usklađenim procesima sklapanja za formiranje gotovih proizvoda ili proizvoda pred-sklapanja. Poslednjih godina povećan je fokus kompanije na pakovanje hrane. U Evropi je ključni fokus proizvodnja kapsula. Ključni fokus proizvoda za celu Menshen grupu je proizvodnja weld spouta za upotrebu u fleksibilnoj ambalaži. U Kini je ključni fokus na proizvodnji visokokvalitetne ambalaže za kozmetiku. Poslednjih godina dodato je i in-mold labeling, brizganje duvanjem i različiti procesi štampanja.

Danas kompanija Georg Menshen GmbH & Co. KG, kao i različite nacionalne i međunarodne investicije, čini deo LUKAD Holdinga, u kojem je porodica spojila svoje poslovne aktivnosti.

Tokom godina i zbog promena na tržištu na kojem Kompanija ima svoje aktivnosti, Menshen GmbH & Co. KG se pozicionirao kao globalni igrač. Danas Kompanija razvija i proizvodi svoje proizvode u šest različitih zemalja; takođe ima predstavke u daljim evropskim i azijskim zemljama, koje imaju bliski kontakt sa kupcima.

1970	Georg Menshen GmbH & Co. KG, Finnentrop, Germany, Headquarters
1972	Menshen Packaging USA, Inc., Waldwick, USA
1996	Menshen Iber S.L.U., Molins de Rei, Spain
1998	Menshen Packaging (Shanghai) Co. Ltd., Shanghai, China
1998	Menshen Mexicana S. de R.L. de C.V., Toluca, Mexico
2000	Georg Menshen GmbH & Co. KG, Sundern-Hagen, Germany
2005	Menshen Packaging CIS, LLC, Egorievsk, Russia
2013	Menshen Packaging (Guangzhou) Co. Ltd., China
2021	Menshen Colombia S.A.S., Cali, Colombia
2021	Menshen d.o.o., Simanovci, Serbia
2025	Menshen Packaging (Anhui) Co., Ltd., China

Georg Menshen GmbH & Co. KG, Sundern-Hagen, Menshen Packaging (Shanghai) i Menshen Packaging (Guangzhou) imaju proizvodne pogone čiste sobe u skladu sa ISO-klasom 7 (SAD-FED-STD 209E: Klasa 10.000) odnosno ISO-Klasa 8 (US-FED-STD 209E: Klasa 100.000), u kojoj se proizvode razni proizvodi za prehrambenu i farmaceutsku industriju, uzimajući u obzir posebne uslove proizvodnje.

#### 1.2 Primenjeni standardi

Integrirani sistem menadžmenta obuhvata gore navedene lokacije u vezi sa globalnim i propisima specifičnim za lokaciju, opisanim u uputstvima za procese, procedurama, radnim uputstvima i aneksima. Primenjuju se dole navedeni standardi. Oni su podeljeni na standarde koji su osnova za sertifikaciju i standarde koji se razmatraju prilikom pripreme dokumentacije.

- Relevantne sertifikacije

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- DIN EN ISO 9001
  - DIN EN ISO 14001
  - DIN EN ISO 45001 (Guangzhou)
  - DIN EN ISO 50001 (Finnentrop, Sundern-Hagen, Molin de Rei, Toluca, Waldwick, Egorievsk, Guangzhou)
  - BRCGS Packaging Materials (all locations except Egorievsk)
  - FSSC 22000 (Egorievsk)
  - ISCC-Plus (Finnentrop and Simanovci)
  - Sedex Member Ethical Trade Audit (SMETA) 4 Pillar (Egorievsk, Waldwick, Toluca, Cali, Shanghai)
- Relevantna dokumentacija
    - DIN ISO 15378 GMP
    - ISO 37301 Compliance Management Systems

## 2 Pojmovi i skraćenice

Pogledajte poglavlje uslovi i skraćenice

## 3 Predstavljanje

Kao proizvodna kompanija, razumemo našu odgovornost za kvalitet naših proizvoda, naših zaposlenih, naših akcionara, naših kupaca, naših dobavljača, društva, vlasti i našeg prirodnog okruženja.

Uzimajući u obzir ekonomske aspekte, mi zaštitu životne sredine, zdravlja i bezbednosti naših zaposlenih posmatramo kao važan faktor, koji pomaže da se unapredi konkurentnost naše kompanije. Smanjenje potrošnje i škarta ne dovodi samo do smanjenja troškova već povećava i pravnu izvesnost i učinak organizacije sa poboljšanim procesima i procedurama.

Visok kvalitet proizvoda, optimalna efikasnost troškova, sveobuhvatna higijena/zaštita životne sredine, odgovorna upotreba energije i maksimalna bezbednost jednako su važni faktori uspeha za postizanje ciljeva kompanije. U tom kontekstu je apsolutno neophodno kontinuirano usavršavanje učinka kompanije u svakom aspektu kako bi se dodatno izgradilo poverenje naših kupaca i javnosti u kompetentnost i odgovornost naše kompanije i njenih zaposlenih.

## 4 Integrirani sistem menadžmenta

### 4.1 Organizacija i struktura

Integrirani sistem upravljanja je dokumentovan u uputstvima za proces, procedurama, radnim uputstvima, aneksima i drugim dokumentima i zapisima. U integrisanom sistemu menadžmenta, teme kvaliteta, životne sredine, energetike, higijene, bezbednosti i zdravlja opisane su na strukturnim i proceduralnim propisima organizacije. Pored toga, tema usaglašenosti je integrirana u sistem.

Razlika između instrukcije procesa i procedure je u tome što instrukcija procesa ima vlasnika procesa i najmanje jedan KPI. To nije slučaj sa procedurom. Uputstva za proces su dijagrami toka u našoj Viflov bazi podataka, odnosno u SharePoint-u, za koji postoji i dijagram kornjače.

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Procedure su dizajnirane da detaljno opišu redosled akcija, navodeći mere koje treba preduzeti za kontrolu, praćenje i dodeljivanje odgovornosti.

Da bi se izbeglo komplikovanje rukovanja dokumentacijom za zaposlene, doneta je odluka da se dokumenti koji se trenutno nazivaju "Procesna uputstva" ne preimenuju u "Procedure".

### 4.2 Politika integrisanog menadžmeta

Integrirana politika upravljanja kompanije je opisana u posebnom dodatku i primenjuje se u obliku i sadržaju na svim lokacijama Menshen Group. Integrirana politika upravljanja obuhvata sledeće teme:

- Kvalitet
- Životna sredina
- Energija
- Higijena
- Zdravlje i bezbednost
- Rad i ljudska prava
- Usaglašenost

Politika integrisanog upravljanja, kao jezgro našeg globalnog integrisanog sistema upravljanja, objavljena je na našoj web stranici kako bi se omogućio pristup svim zainteresovanim stranama i javno saopštile vrednosti za koje se Menshen grupa zalaže.

### 4.3 Održivost

Tema održivosti igra sve važniju ulogu u današnjem svetu. Engleski izraz "sustainability" sada je takođe postao uspostavljen u zemljama nemačkog govornog područja. Ovo obuhvata sledeće teme:

- Upravljanje zaštitom životne sredine i energetske menadžment
- Rad i ljudska prava
- Zdravlje i bezbednost na radu
- Održiva nabavka
- Etika

#### 4.3.1 ISCC Plus

Jedan od načina na koji naglašavamo našu posvećenost održivosti je da našim klijentima pružimo priliku da sarađuju sa nama kako bismo doveli proizvode na tržište sertifikovane u skladu sa ISCC (International Sustainability & Carbon Certification) standardima. Najviši menadžment Menshen grupe izjavio je svoju posvećenost zahtevima ovog standarda za sve proizvode proizvedene pod ovim sertifikatom i, u tom kontekstu, podjednako obavezuje upravljanje lokacijama Menshen grupe.

#### 4.3.2 Rad ljudska prava

Poštovanje ljudskih i radnih prava je jedna od najvažnijih briga najvišeg menadžmenta Menshen grupe. Ovo se zasniva na ponudi samo poslova koji obezbeđuju zdravlje naših zaposlenih. Snažno odbacujemo dečji rad, jedan od najgorih zločina našeg vremena. Isto važi i za obavezni ili prinudni rad koji stvara uslove slične ropstvu.

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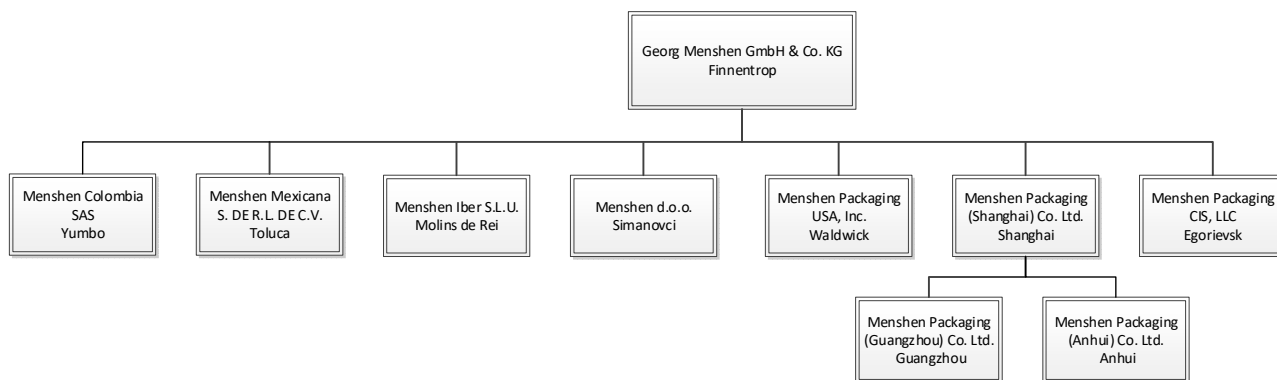
Uspeh naše kompanije izgrađen je na principu jednakih mogućnosti i raznolikosti pojedinaca koji rade za nas. Zalažemo se da osiguramo da niko ne bude diskriminisan ili na drugi način ometan u svojoj slobodi delovanja i donošenja odluka, degradiran ili uznemiren zbog svog pola, rase, etničkog ili kulturnog porekla, invaliditeta, bolesti, religije ili uverenja, starosti ili seksualne orijentacije.

Naša kompanija je posvećena fer naknadi koja ispunjava zakonske uslove svake zemlje u kojoj poslujemo. Ovo uključuje odgovarajuću naknadu za prekovremeni rad.

U potpunosti poštujemo pravo naših zaposlenih da se organizuju u sindikate za potrebe kolektivnog pregovaranja. Naš cilj je da se aktivno angažujemo, informišemo i uključimo naše zaposlene u procese donošenja odluka.

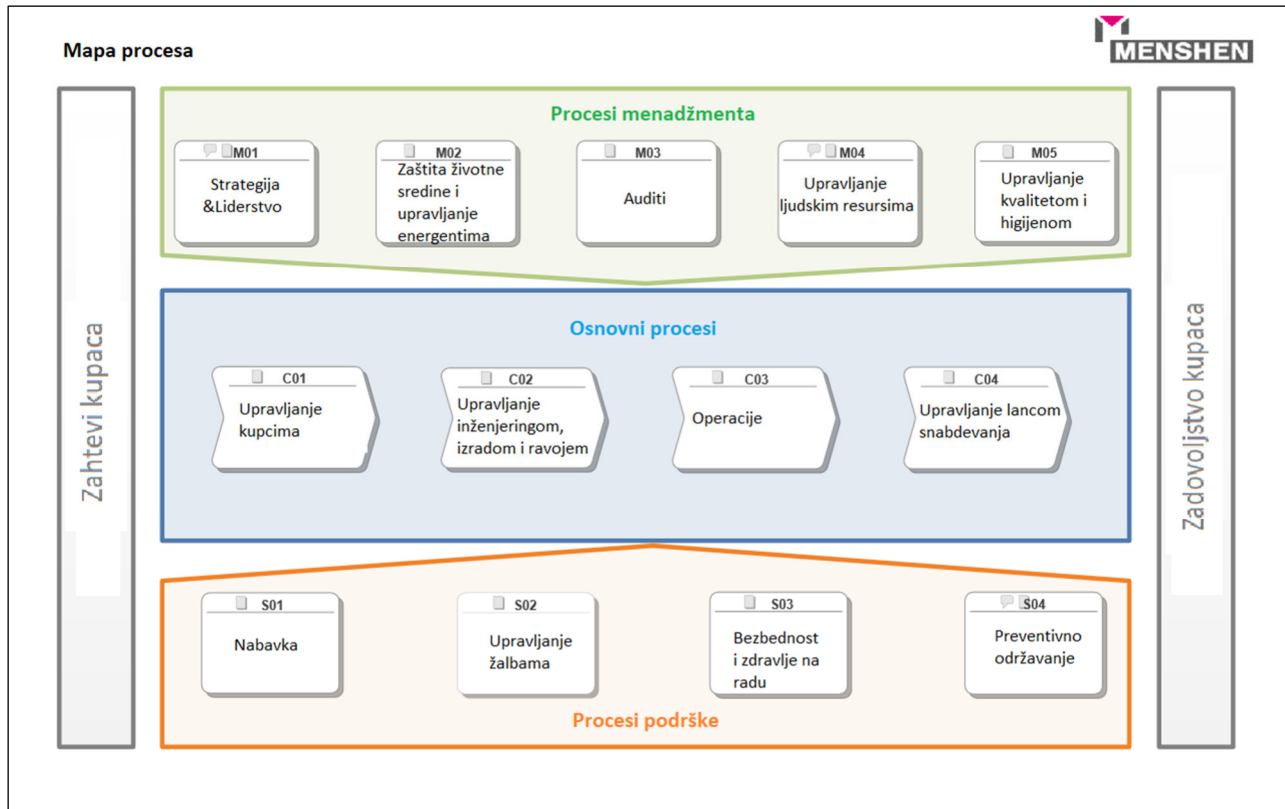
Očekujemo od naših direktnih dobavljača da podrže iste vrednosti i da podstiču slične obaveze u svojim lancima snabdevanja.

### 5 Centralne funkcije



Odgovornost za centralne funkcije Globalnog integrisanog sistema menadžmenta leži na Georg Menshen GmbH & Co. KG u Finentropu. Sedište je odgovorno za određivanje globalnih ciljeva i rezultirajućih globalnih KPI-a sa pojedinačnim lokacijama, uzimajući u obzir očekivane poslovne aktivnosti i rezultate iz protekle finansijske godine.

### 6 Mapa procesa



Mapa procesa prikazuje strukturu procesa Globalnog integriranog sistema menadžmenta. Procesi su razdvojeni u:

- Procesi menadžmenta
- Osnovni procesi
- Procesi podrške

### 7 Dokumenti i ostali povezani dokumenti

- DIN EN ISO 9001:2015
- DIN EN ISO 14001:2015
- DIN EN ISO 450001:2018
- DIN EN ISO 50001:2018
- DIN ISO 15378 GMP
- ISO 37301 Compliance Management System
- ISSC-Plus
- BRCGS Packaging Materials Issue 7
- FSCC 22000 Version 6
- Sedex Member Ethical Trade Audit 4 Pillar Version 7
- HARA
- M01\_PI\_01\_AP\_01\_Integrated Management Policy

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- Organization Chart (international and national)
- LUKAD Policy Manual

### 8 Zapisi

n/a

### 9 Lista promena

Date	Index	Description of changes
13.04.12	B	<ul style="list-style-type: none"> <li>• Numbering of pages has been changed                             <ul style="list-style-type: none"> <li>- The front page is no longer included in the numbering system</li> </ul> </li> <li>• Main points in the table of contents have been changed                             <ul style="list-style-type: none"> <li>Chapter 10                                     <ul style="list-style-type: none"> <li>- old: Documents and records</li> <li>- new: QM Documents and other relevant documents</li> </ul> </li> <li>Chapter 11                                     <ul style="list-style-type: none"> <li>- old: Other valid documents</li> <li>- new: Records</li> </ul> </li> </ul> </li> <li>• Compliance with the national laws and regulations has been explicitly mentioned in the following chapters:                             <ul style="list-style-type: none"> <li><u>Entry into force - Paragraph 5</u> This Integrated Management Manual, in conjunction with the relevant national laws and regulations, is the mandatory basis for all areas and functions within the aforementioned enterprises of the Menshen Group.</li> <li><u>Chapter 9.3.6 Health and Safety - Paragraph 1</u> Wherever we operate, our health and safety policy complies with the relevant national laws and regulations.</li> <li><u>Chapter 9.3.8 Environment - Paragraph 2</u> Our policy complies with the applicable national laws and regulations in the field of environmental protection.</li> <li><u>Chapter 9.3.10 Pest Control - Paragraph 3</u> All baits used comply with the relevant national laws and regulations on the use in production areas.</li> </ul> </li> <li>• Chapter 9.3.1.1 Selection and evaluation of suppliers completely revised</li> </ul>
25.05.12	C	<ul style="list-style-type: none"> <li>• Title has been changed                             <ul style="list-style-type: none"> <li>old: Integrated Quality Management Manual</li> <li>new: Integrated Management Manual</li> </ul> </li> <li>• Chapter 1.2 Scope of application DIN EN ISO 50001 added</li> <li>• Chapter 3. 3rd paragraph</li> <li>• High quality of the products, optimum cost efficiency, comprehensive hygiene/environmental protection, the responsible use of energy ...to achieve the company's goals.</li> <li>• Chapter 4.1 Heading changed Quality Management Manual replaced by Integrated Management Manual</li> </ul>

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	<ul style="list-style-type: none"> <li>• Chapter 4.1 revised; Quality Management documentation replaced by Integrated Management documentation</li> <li>• Chapter 4.2 – 1st paragraph The IM-Manual is reviewed at regular intervals.</li> <li>• Chapter 4.2 Heading changed Change control of the QM-Manual replaced by IM Manual</li> <li>• Chapter 4.3.1 Company/quality policy Heading changed to Integrated Management Policy 1st paragraph added: The company’s business policy comprises the subject areas of quality, environment and energy. 4th paragraph: last sentence deleted. 6th paragraph: In all our actions the protection... (completely new paragraph) Chapter 4.3.2 – 6th paragraph The integrated management policy is reviewed ...The revised management policy is then made available to the employees and other interested parties.</li> <li>• Chapter 7.1 – 1st paragraph This chapter describes ...the integrated management system,...the Menshen Group.</li> <li>• Chapter 7.3 – 1st paragraph Quality management has top priority... all the activities related to the integrated management system.</li> <li>• Chapter 7.4.1 – 1st paragraph The company’s business/quality/environmental/energy policy is defined ... documented and communicated to all the employees. Based on the company’s policy, operative business/ quality, environmental and energy targets are derived for all areas of the company, which are subject to... and which are included in the business plan.</li> <li>• Chapter 7.4.8 – 1st paragraph. In the Integrated Management Manual the quality/environmental/energy policy, regulations on structural and procedural organization, as well as responsibilities are described.</li> <li>• Chapter 8.3.1 – 1st paragraph Contract review is performed by Sales in cooperation with other departments.</li> <li>• Chapter 9.3.5.3 – 2nd paragraph such as the checking of dimensions and leakage testing– deleted.</li> <li>• Chapter 9.3.5.4 – 1st paragraph Final inspections are carried out as self-inspections within the production departments - deleted</li> <li>• Chapter 9.3.8 The word “energy” has been added to the heading</li> <li>• Chapter 9.3.8 – 1st paragraph On the basis of ISO 14001 and ISO 50001 ....environmental risks to a minimum.</li> <li>• Chapter 9.3.8 – 4th paragraph The result of these activities is documented in an annual Environmental and</li> </ul>
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		<p>Energy Report. This Report is ...forwarded to the local Manager, as well as the international Managing Director and the Global Quality Director.</p> <ul style="list-style-type: none"> <li>Chapter 9.3.8 – 5th paragraph</li> </ul> <p>The environmental policy and the relevant environmental goals are derived from this Review and the Environmental and Energy Report.</p> <p>Chapter 10 DIN EN ISO 50001 added</p>
08.01.2013	D	<ul style="list-style-type: none"> <li>Chapter 1.2 Scope of application ISO 22000/FSSC and BRC/IoP added</li> <li>Chapter 4 Heading “Release and update of the Integrated Management Manual” changed to “Integrated Management System”</li> <li>Chapter 4.1 Organization and Structure has been added, previously in Chapter 7.4.8 Integrated Management System, hygiene policy has been added</li> <li>Chapter 4 Integrated Management System Due to the additional Chapter 4.1 Organization and Structure the entire numbering in this chapter has changed</li> <li>Chapter 4.3.1 Integrated Management Policy – first paragraph hygiene added</li> <li>Chapter 4.3.1 Integrated Management Policy –Paragraph 7 Being a supplier of packaging components ...when they check in.</li> <li>Chapter 4.4.1 Integrated Management Policy The company’s business policy...environment and energy. changed to “The Company’s Integrated Management policy... environment, energy and hygiene.”</li> <li>Chapter 4.4.2 Company objectives hygiene policy added</li> <li>Chapter 7.1 Purpose and scope of application first sentence changed</li> <li>Chapter 7.4.1 Business planning new heading: 7.4.1 Strategy and leadership</li> <li>Chapter 7.4.3 Assessment of the QM system new heading: 7.4.3 Management Review</li> <li>Chapter 7.4.5 Personnel changed to 7.4.5 Management of Resources</li> <li>Chapter 7.4.5.3 Infrastructure added</li> <li>Chapter 7.4.5.4 Working environment added</li> <li>Chapter 7.4.7 On-time delivery numbering changed to 7.4.6.1</li> <li>Chapter 7.4.6.1 On-time delivery If any delivery problems... the ability to deliver. If any delivery problems... to restore the ability to deliver and to maintain it in the future.</li> <li>Chapter 7.4.8 Integrated Management System deleted and inserted as Chapter 4.1 Organization and structure</li> </ul>

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		<ul style="list-style-type: none"> <li>• Chapter 7.4.8 Environment and energy was Chapter 9.3.8 Environment and energy in previous edition</li> <li>• Chapter 7.4.8 Hygiene management new addition</li> <li>• Chapter 7.4.8.1 Hygiene used to be Chapter 9.3.9 Hygiene</li> <li>• Chapter 7.4.8.2 Pest Control used to be Chapter 9.3.10 Pest Control</li> <li>• Chapter 7.4.8.2 Glass breakage used to be Chapter 9.3.7 Glass breakage</li> <li>• Chapter 7.4.9 Finance and Controlling added</li> <li>• Chapter 9.3.1 Procurement First paragraph, second sentence amended Provided that such an approach is reasonable and feasible... the qualities used.</li> <li>• Chapter 9.3.7 Glass breakage deleted and inserted as Chapter 7.4.8.2 Glass breakage</li> <li>• Chapter 9.3.8 Environment and energy deleted and inserted as Chapter 7.4.7 Environment and energy</li> <li>• Chapter 9.3.9 Hygiene deleted and inserted as 7.4.8.1 Hygiene</li> <li>• Chapter 9.3.10 Pest Control deleted and inserted as Chapter 7.4.8.2 Pest Control</li> </ul>
06.05.2013	E	<ul style="list-style-type: none"> <li>• Menshen Kunststofftechnik GmbH &amp; Co. GmbH removed</li> <li>• Chapter 1.2 Scope of application ISO 22000/FSSC removed BRC/IoP scope of application enhanced by Mexico and Russia</li> <li>• Chapter 10 Documents and other relevant documents DIN EN ISO 15593 removed DIN EN ISO 22000 removed BRC/IoP added AP01-GIMS-INT-Integrated Management Policy added Organization Chart (international and national) added</li> </ul>
2014-01-08	F	<ul style="list-style-type: none"> <li>• Cover Page Guangzhou Menshen Packaging Co., Ltd. added</li> <li>• 1.1 Company history and development 4. paragraph Guangzhou Menshen Packaging Co., Ltd added 5. paragraph Menshen Kunststofftechnik changed to Georg Menshen GmbH &amp; Co. KG, Sundern-Hagen</li> <li>• 4.2 Release of the Integrated Management Manual, Procedures and Work Instructions heading changed to 4.2 Release of the Integrated Management Manual (IMM), Process Instructions (PI) and Work Instructions (WI)</li> </ul>

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		<p>3. paragraph Quality Management Representative changed to Management Representative</p> <ul style="list-style-type: none"> <li>• 4.3 Change control of the IM Manual, Process Instructions and Work Instructions</li> </ul> <p>3. paragraph quality management representative changed to management representative</p> <ul style="list-style-type: none"> <li>• 5 Organizational chart new organizational chart reinsert</li> <li>• 6 Process Map new process map reinsert</li> <li>• 7 Management Processes new chart reinsert</li> <li>• 7.2 Responsibilities QM-Manual changed to IM-Manual</li> <li>• 7.3 Staff function Global Quality Management and Management Representative (MR) 1. and 2. paragraph Quality Management-Representative changed to Management-Representative</li> <li>• 9 Supporting processes new chart reinsert</li> <li>• 9.3.2 Information and documentation changed to 9.3.2 Control of Documents &amp; Records</li> <li>• 9.3.3 Data evaluation and analysis changed to 9.3.3 Monitoring &amp; measuring of processes &amp; products</li> <li>• 10 Documents and other relevant documents changed to 10 Documents</li> </ul>
<p>2014-04-03</p>	<p>G</p>	<ul style="list-style-type: none"> <li>• Cover sheet Menshen Guangzhou company name corrected</li> <li>• 1.1 Company history and development Menshen Guangzhou company name corrected 5<sup>th</sup> chapter Menshen Guangzhou added</li> <li>• 4.3 Change control of the IM Manual, Process-, Work Instructions and Appendices heading changed 2<sup>nd</sup> chapter, 1<sup>st</sup> sentence changed</li> <li>• 4.4.1 Integrated Management Policy 6<sup>th</sup> chapter, 8<sup>th</sup> and 9<sup>th</sup> sentence added</li> </ul>

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		<ul style="list-style-type: none"> <li>• 5 Organizational chart Company name Menshen Guangzhou in the organizational chart corrected</li> <li>• 7.4.1.1 Management Review was 7.4.3 Management Review</li> <li>• 7.4.3 Management Review deleted</li> <li>• 9.3.2 Control of documents and records present text transferred to 9.3.5.10 Data analysis and present text from 9.3.5.10 Data analysis transferred to 9.3.2 Control of documents and records</li> <li>• 9.3.3 Monitoring and measurement of processes and products chapter deleted heading changed to 9.3.3 Data analysis</li> <li>• 9.3.7 Management of test and measuring devices heading added</li> </ul>
2014-05-02	H	<ul style="list-style-type: none"> <li>• 1.2 Scope of application BRC China, Shanghai added</li> <li>• 4.4.3 Review of the Integrated Management Policy and legal requirements chapter added</li> <li>• 4.4.2 Company objectives 1<sup>st</sup> chapter, 4<sup>th</sup> sentence added</li> <li>• 9.3.3 Data analysis chapter added</li> </ul>
2016-05-10	I	<ul style="list-style-type: none"> <li>• Headline “Preamble” added</li> <li>• Preamble 1. chapter, 4. sentence added</li> <li>• 1.1 Company history and development 5. chapter, 1. sentence cleanroom classes corrected and added</li> <li>• 1.2 Scope of application Enumeration, ISO 19600 Compliance Management Systems added</li> <li>• 4.1 Organization and structure 1. chapter, 3. sentence added</li> <li>• 4.4.1 Integrated Management Policy 1. chapter Compliance added 8. chapter from 4. sentence added “Another aspect...” 9. chapter and 10. chapter added</li> <li>• 9.3.9 Compliance chapter added</li> <li>• Documents and other relevant documents BRC/IoP Version 4 changed to BRC Global Standard for Packaging and Packaging Materials Issue 5</li> </ul>
2017-02-06	J	<ul style="list-style-type: none"> <li>• 1.2 Scope of application bullet point DIN EN ISO 50001 supplemented with Molin de Rei, Toluca,</li> </ul>

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		Waldwick, Egorievsk bullet point BRC/IoP changed
2018-01-02	K	<ul style="list-style-type: none"> <li>Manual completely revised</li> </ul>
2018-03-05	L	<ul style="list-style-type: none"> <li>Preamble 1<sup>st</sup> chapter, last sentence added 6<sup>th</sup> chapter, “appendices” added</li> <li>4.1 Organization and Structure Chapter revised</li> <li>4.2 Release of the Integrated Management Documentation chapter deleted</li> <li>4.3 Change control of the Integrated Management Documentation chapter deleted</li> </ul>
2018-04-24	M	<ul style="list-style-type: none"> <li>1.2 Implemented standards was 1.2 Scope of application 1<sup>st</sup> sentence revised</li> <li>1.2.1 ISO 9001, ISO 14001, and ISO 50001 site scopes chapter deleted</li> <li>7 Documents “AP01-GIMS-INT-Integrated Management Policy” changed in “M01_PI_01_AP_01_Integrated Management Policy”</li> </ul>
2019-07-19	N	<ul style="list-style-type: none"> <li>1.2 Implemented standards ISCC (Finnentrop) added</li> </ul>
2020-02-29	O	<ul style="list-style-type: none"> <li>6 Process Map new process map added</li> <li>7 Documents DIN EN ISO 50001:2018 was DIN EN ISO 50001 BRCGS Packaging Materials Issue 6 was BRC Global Standard for Packaging and Packaging Materials Issue 5</li> </ul>
2021-02-10	P	<ul style="list-style-type: none"> <li>Coversheet Photo changed MENSHEN Packaging (Guangzhou Plant I) Co., Ltd. was MENSHEN Packaging (Guangzhou) Co., Ltd. MENSHEN Packaging (Guangzhou Plant II) Co., Ltd. added</li> <li>Preamble Information under the signatures revised MENSHEN Packaging (Guangzhou Plant I) Co., Ltd. was MENSHEN Packaging (Guangzhou) Co., Ltd. MENSHEN Packaging (Guangzhou Plant II) Co., Ltd. added</li> <li>1.1 Company history and development 4. paragraph, list revised MENSHEN Packaging (Guangzhou Plant I) Co., Ltd. was MENSHEN Packaging (Guangzhou) Co., Ltd.</li> </ul>

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		<p>MENSHEN Packaging (Guangzhou Plant II) Co., Ltd. added</p> <ul style="list-style-type: none"> <li>1.1 Company history and development 5. paragraph, 1. sentence, "... Menshen Packaging (Guangzhou Plant II) have..." was "... Menshen Packaging (Guangzhou) have..."</li> <li>4.2 Integrated Management Policy Chapter completely revised</li> <li>5 Central functions Organizational chart revised</li> </ul>
2022-02-08	Q	<ul style="list-style-type: none"> <li>1.1 Company history and development 2021 Menshen Colombia S.A.S. added 2021 Menshen d.o.o. added</li> <li>1.2 Implemented standards 1. chapter, 3. sentence added bullet point "Certification relevant" added bullet point "Documentation relevant" added</li> <li>4.2 Integrated management policy revised</li> <li>Central functions new organizational chart added</li> <li>7 Documents and other relevant documents ISO 37301 Compliance Management System added</li> </ul>
2023-02-01	R	<ul style="list-style-type: none"> <li>1.2 Implemented Standards DIN EN ISO 45001 added DIN EN ISO 50001 Beograd and Guangzhou Plant II added BRCGS Packaging Materials (... &amp; Menshen Russia) added FSSC 22000 (only Menshen Russia) added</li> <li>4.1 Organization and structure 1. paragraph, 2. sentence "In the integrated management system, the topics quality, environment, energy, hygiene, health and safety are..." was "In the integrated management system, the topics quality, environment, energy and hygiene are..."</li> <li>7 Documents was "Documents and other relevant documents" DIN EN ISO 45001:2018 added FSSC 22000 version 5.1 added</li> </ul>
2025-03-14	S	<ul style="list-style-type: none"> <li>Cover Page „MENSHEN Packaging (Guangzhou) Co., Ltd.“ was „MENSHEN Packaging (Guangzhou Plant I) Co., Ltd.“; „MENSHEN Packaging (Guangzhou Plant II) Co., Ltd.“ deleted</li> <li>Preamble under the signatures: „MENSHEN Packaging (Guangzhou) Co., Ltd.“ was „MENSHEN Packaging (Guangzhou Plant I) Co., Ltd.“; „MENSHEN Packaging (Guangzhou Plant II) Co., Ltd.“ deleted</li> <li>1.1 Company history and development 1. paragraph, 6. to 8. sentence added</li> </ul>

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		<p>3. paragraph, Georg Menshen GmbH &amp; Co. KG, Kahley, Deutschland and Menshen Packaging (Guangzhou Plant I) Co., Ltd., China deleted</p> <p>5. paragraph, „Guangzhou“ was „Guangzhou Plant II)</p> <ul style="list-style-type: none"> <li>• 1.2 Implemented standards BRCGS Packaging Materials (...&amp; Menshen Russia) added FSSC (only Menshen Russia) added</li> <li>• 3 Introduction 1. paragraph, “Shareholder” added</li> <li>• 4.1 Organization and structure 2. paragraph, 3. sentence, “...respectively in SharePoint...” added</li> <li>• 4.2 Integrated Management Policy completely revised</li> <li>• 4.3 Sustainability chapter added</li> <li>• 4.3.1 ISCC Plus chapter added</li> <li>• 4.3.2 Human and Labor rights chapter added</li> <li>• 5 Central functions Organization Chart of locations up dated 1. paragraph, 1. sentence, “... global objectives and the resulting global...” added</li> <li>• Documents 7. bullet point „BRCGS Packaging Materials Issue 7“ was „BRCGS Packaging Materials Issue 6“ 8. bullet point FSSC Version 6 was FSSC Version 5.1 9. bullet point added</li> </ul>
2025-09-21	T	<ul style="list-style-type: none"> <li>• Cover page MENSHEN Packaging (Anhui) Co. Ltd. added</li> <li>• 1.1 Company history and development 2025 MENSHEN Packaging (Anhui) Co. Ltd. added</li> <li>• 5 Central functions Organization chart MENSHEN Packaging (Anhui) Co. Ltd. added</li> </ul>