



INTEGRATED MANAGEMENT SYSTEM POLICY

17/05/2023

The strategic direction of the Grigeo AB Group is to be a sustainable, environmentally, occupational health and safety, and socially responsible and progressive company, and to achieve a level of quality and safety in the production of tissue paper, fibreboard, corrugated cardboard and corrugated cardboard boxes, and raw materials for paper packaging, which meet the highest standards. The Integrated Management System policy is based on responsible and sustainable business principles.

The management of the Grigeo AB Group sets these objectives for itself and all employees:

- To comply with the requirements of applicable legislation, the provisions of the Code of Business Ethics, standards, other documents regulating activities, obligations to customers and business partners, and to conduct activities openly, transparently and honestly.
- To produce high quality, safe products that meet specifications.
- To ensure proper protection of confidential information and personal data.
- To apply a process-based approach to the management of an integrated management system and risk-based thinking.
- To continuously improve the integrated management system by implementing the requirements of ISO 9001, ISO 14001, ISO 45001, FSC, EcoLabel, SWAN Nordic EcoLabel, IFS HPS, BRC Packaging Materials version 6 and other international management standards implemented by the Company.
- To increase process efficiency by applying LEAN methods to operations.
- To meet the needs and expectations of stakeholders by finding ways to implement them more effectively.
- To raise the awareness of employees by ensuring that each employee takes personal responsibility for his/her work according to his/her competences.
- To encourage staff development and initiative and to reward performance.
- To involve employees in the development and improvement of the company's performance.
- To consult with employees, involving them in quality, environmental and occupational safety and health management.
- To reduce the environmental impact of the Company's activities, to use natural resources rationally and economically, to promote the use of renewable energy resources and the recycling of raw materials.
- To provide employees with safe and healthy working conditions, eliminate hazards and reduce OSH risks, as well as to implement control measures to prevent injuries and illnesses.
- When selecting suppliers and subcontractors, to give preference to those whose activities comply with quality, environmental, occupational health and safety, sanitation and hygiene, as well as sustainable forestry standards.
- The management is committed to allocating resources to the implementation of the objectives of the Integrated Management System Policy and sustainable performance initiatives.

This Integrated Management System Policy is integral to the mission, vision and strategic objectives of the Grigeo AB Group.

CEO

Tomas Jozonis