

## INTEGRATED MANAGEMENT SYSTEM POLICY

We create solutions for success of our Customers by offering them a unique sustainable value.

Our core values of the Integrated Management System are:

- Safety at work and occupational health is the primary obligation and responsibility for all of us – we do not tolerate any unsafe acts at our operations and at sites of other entities
- We are committed to care about the environment
- We aim for success of our Customers on a win-win basis
- Sustainability, consistency and uniformity of the use of forest resources may be ensured by complying with the rules of the proper forest management
- Integrity in all aspects of our business

We are committed to:

- fulfil compliance obligations, where a minimum level of such obligations is specified in legal requirements, including corporate ones
- ensure safe working environment, take work safety and occupational health improvement actions, prevent injuries at work and occupational illnesses as well and close calls
- protect the environment and prevent environmental pollution
- ensure required and stable quality of our finished products
- improve our operations by investing in state of the art and safe technology
- prevent contamination in our finished products
- develop close and win-win relations with Customers and Suppliers
- comply with FSC® and PEFC™ standards in the supply chain for fibrous raw materials
- develop competence of our employees
- support the employee consultancy process and the employees' participation in creating the safety management system
- have in place and develop the Integrated Management System on a continuous basis as well as optimise and improve our performance
- provide adequate resources for implementation of the adopted Integrated Management System Policy

For task accomplishment, we have assigned responsibilities and empowered all employees. Employees participate actively in the Company's growth by taking operating decisions on their own within the key responsibilities for their positions or groups of positions.

This Policy has been communicated to all employees and is publicly available.

**CHIEF EXECUTIVE OFFICER**  
*Maciej Kunda*