

Work Safety and Health Protection Policy Mondi Bags Štětí a.s.

The management of Mondi Bags Štětí a.s. appreciates human life above all, and therefore we do not accept any work related injuries, and even one injury is too much. In accordance with this vision we announce the following work safety and health protection policy. We aspire to be a company without injuries and work related illnesses. With this in mind the management declares the following work and health protection policy.

We are aware of the health protection importance and we commit ourselves to:

- Continually and actively participate at meeting legal and other requirements and to further develop our safety system.
- Fulfil legal requirements, safety norms or other requirements and to follow internationally accepted principles.
- Act in accordance with the internationally declared human rights and standards.
- Secure our plant's safety within the bounds of law, where the minimal requirement is to follow all laws and directives.
- Ensure safety of all work procedures, propose systems for all facilities and infrastructure by the means of an effective work safety and health protection system.
- Provide safe and healthy work conditions concerning the prevention of work related injuries and damage to health by a constant assessing of health and safety risks and opportunities, supported by the specification of precautions to eliminate risks and to the utilization of all opportunities to improve safety and the protection of health during work related activities.
- Eliminate danger and constantly lower risks in the area of safety and health protection during work related activities, and increase the level of safety and health protection during work by the means of an effective evaluation of risks as well as the reduction of their impact.
- Specify clear performance requirements and check the effectiveness of training and competences. We also aim to ensure that the processes are administered in an effective way by accepting norms and performance requirements appointed to ensure good results and safe behaviour.
- Actively communicate with employees and their representatives and gain their cooperation during the search for solutions of safety risks and health protection at work.
- Develop and conduct operative risk inspections, aiming at their effective moderation. Furthermore, we mean to observe and sustain our risk evaluation and operational inspection activities, so as to make sure that they are truly effective and up to date.
- React to flaws in our work safety and health protection policy system, as well as continually increase its quality level.
- Permanently develop our work safety and health protection policy system.
- Take part in an effective guidance of company managers, employees and suppliers, who are aware of the commitments and are properly educated, trained and motivated.
- Have an effective emergency alert system and be ready to cope with emergency situations.

We have pledged to develop and later realize a work safety and health protection system during all our operations, which we consider of great importance in the process of health protection and the protection of our environment. These commitments will lead to the development, realization and the compliance of our safety program and procedures, which can be seen in the company politics and the binding requirements of Mondi Group. We will provide corresponding training, education, consultations and regular inspections to ensure that we keep within the bounds of legislation and requirements, which we have set ourselves. We will check and monitor all set systems on regular basis, this policy included, in order to ensure that we are still following all the up to date regulations, specifically from the standpoint of health risks, safety and the protection of health during work related activities.

Štětí, 21.2.2020

Tomáš Kricner
SHE coordinator



Mag. Patrick Maurer, MBA
company director

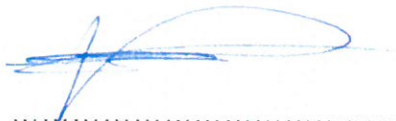


QUALITY MANAGEMENT AND ENVIRONMENTAL MANAGEMENT SYSTEM POLICY

The main intent and objective of Mondi Bags Štětí a.s. is to be a market oriented company able to compete with the quality of its products and level of environmental friendliness at the most challenging global markets.

As part of its policy, Mondi Bags Štětí a.s. as the manufacturer of paper sacks, bags and printed paper undertakes to:

- focus on increased use of modern marketing, selling and management methods. When modernizing the machinery, focus on production technologies, processes and services which minimize the negative impacts on the environment;
- by maintaining and continuous improvement of the quality management system efficiency, maintain and reinforce the Company's position on the domestic and international markets;
- achieve set selling targets in respective segments and focus on segments with higher added value of packaging, as well as to follow the packaging trends and innovations in order to satisfy customer needs;
- in order to achieve customer satisfaction, constantly increase the quality of products and customer care;
- deepen the knowledge and awareness of and create the relationship of all Company employees to the product quality and environmental protection;
- communicate the principles of environmental management system and require compliance with the principles by external organizations providing services at the Company's workplaces;
- comply with legal requirements and other requirements which relate to product quality and environmental protection;
- communicate with state authorities, interest groups and the wide public;
- prevent environmental pollution and constantly improve the environmental management system by applying modernization and making infrastructure investments;
- reduce energy consumption through maximum use of the production equipment;
- perform consistent analysis of raw-material and material consumption with emphasis on their maximum use and reduce waste and scrap while trying to sell the scrap on the market.

A handwritten signature in blue ink, appearing to be "Patrick Maurer", written over a dotted line.

Mag. Patrick Maurer, MBA
Managing Director

15 January 2020