



## **APPROVED**

by the decision of the Board of AB "Grigeo Group"  
(minutes of the Board Meeting of 7 February 2025  
No.25/01)

## **INTEGRATED MANAGEMENT SYSTEM POLICY**

### **1. GENERAL PROVISIONS**

- 1.1. The strategic direction of AB "Grigeo Group" (**Grigeo Group** and/or the **Company**) is to be a sustainable, environmentally, occupational health and safety and socially responsible and progressive group of companies and to achieve a level of quality and safety in the products produced by Grigeo Group companies - tissue paper, fibreboard, corrugated board and corrugated board boxes, paper packaging raw materials - that meets the highest sustainability requirements. The Integrated Management System Policy (the "**Policy**") is based on the principles of responsible and sustainable business.
- 1.2. The Policy applies to the Grigeo Group group of companies consisting of Grigeo Group AB and its subsidiaries, including but not limited to Grigeo Hygiene UAB, Grigeo Tissue UAB, Grigeo Packaging UAB, Grigeo Paper Packaging UAB, Grigeo Baltwood UAB, Grigeo Klaipėda AB, Grigeo Recycling UAB, Grigeo Recycling SIA, and AT Mena Pak AT, Grigeo Tissue Sp. z o. o. and others (hereinafter referred to as the **Group**).
- 1.3. Key terms used in the Policy:
  - 1.3.1. **ISO 9001** – the quality management system standard adopted by the International Organisation for Standardisation ISO.
  - 1.3.2. **ISO 45001** – the standard for occupational health and safety management systems adopted by the International Organisation for Standardisation (ISO).
  - 1.3.3. **ISO 14001** – the standard for environmental management systems adopted by the International Organisation for Standardisation (ISO).
  - 1.3.4. **FSC** – an international non-profit organisation established to support socially responsible management of the world's forests through independent certification of forest management and labelling of certified forest products.
  - 1.3.5. **PEFC** – programme for International Forest Certification.
  - 1.3.6. **EU Ecolabel** – the official voluntary environmental label of the European Union, which certifies products with a guaranteed, independently verified low environmental impact.
  - 1.3.7. **Nordic Swan Ecolabel** – the official Nordic Ecolabel. It is awarded to goods and services that meet ambitious environmental, climate and health requirements.
  - 1.3.8. **IFS HPC** – international standard for assessing the conformity of products and processes with the safety and quality of consumer products.
  - 1.3.9. **BRCGS Packaging Materials 6** – the international standard for packaging and packaging materials, ensuring the highest standards of quality and product safety.
  - 1.3.10. **SURE** – a certification scheme to verify the sustainable use of biological resources, waste and residues in energy production, ensuring compliance with environmental, social and legal requirements.

- 1.3.11. **LEAN** – a business management philosophy that aims to create more value for the customer by using less time, energy, material labour and equipment.
- 1.3.12. **The Grigeo Group Supplier Code of Conduct** – a set of rules that sets standards for ethics, working conditions, environmental and business practices for the Group's suppliers to ensure responsible and sustainable supply chain management.
- 1.3.13. **Occupational safety and health (OSH)** – all preventive measures intended to preserve workers' working ability, health and life at work, which are used or planned at all stages of the Group's activities, in order to protect workers from occupational risks or to reduce them as far as possible.

## **2. INTEGRATED MANAGEMENT SYSTEM PRINCIPLES AND GROUP COMMITMENTS**

- 2.1. This Policy is inseparable from the Grigeo Group's mission, vision and strategic objectives. The Group's management sets these objectives for itself and all employees:
  - 2.1.1. Comply with the requirements of applicable legislation, the provisions of the Code of Business Ethics, standards, Regulation No 2023/1115 of the European Parliament and of the Council on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation ("EUDR Regulation"), other documents governing the business, obligations to clients and business partners, and to conduct business in an open, transparent and honest manner.
  - 2.1.2. To produce high quality, safe products that meet specifications.
  - 2.1.3. Establish and maintain a product safety culture.
  - 2.1.4. Ensuring that confidential information and personal data are protected in accordance with the law.
  - 2.1.5. Apply process-based management and risk assessment to an integrated management system.
  - 2.1.6. To continuously improve the integrated management system by implementing the requirements of ISO 9001, ISO 14001, ISO 45001, FSC, PEFC, EU Ecolabel, Nordic SWAN Ecolabel, IFS HPS, BRCGS Packaging Materials, SURE and other international management standards implemented in the Company and the Group companies.
  - 2.1.7. Improve process efficiency by applying LEAN principles and methods.
  - 2.1.8. Aligning stakeholders' needs and expectations to find ways to deliver them more effectively.
  - 2.1.9. Encouraging staff to take personal responsibility for their work in accordance with their competences.
  - 2.1.10. Encourage staff development and initiative, and provide incentives for staff performance.
  - 2.1.11. Involve employees in the development and improvement of the Company's and the Group's businesses.
  - 2.1.12. Consult with employees, involving them in quality, environmental, health and safety management and sustainability initiatives.
  - 2.1.13. To reduce the negative impact of the Company's and the Group's activities on the environment, to use natural resources rationally and efficiently, to promote the use of renewable energy resources and the secondary use of raw materials.
  - 2.1.14. Provide workers with safe and healthy working conditions, eliminate hazards and reduce OSH risks, and implement control measures to prevent injuries and illnesses.
  - 2.1.15. When selecting suppliers and (sub)contractors, preference should be given to those whose activities comply with quality, environmental, occupational health and safety, sanitation and hygiene, and sustainable forestry standards.
  - 2.1.16. Ensuring that suppliers comply with the Grigeo Group Supplier Code of Conduct.
  - 2.1.17. Allocate resources to implement the Policy's objectives and sustainable action initiatives.

### **3. FINAL PROVISIONS**

- 3.1. This Policy shall be approved and amended by the Board of the Company.
  - 3.2. This Policy shall be reviewed annually and updated as necessary.
  - 3.3. The drafting, review and updating of the Policy is the responsibility of the Chief Information Officer (CIO).
  - 3.4. The Policy shall apply to the extent that it does not conflict with the laws of the Republic of Lithuania and/or other applicable legal acts.
  - 3.5. The Policy or any amendments thereto shall be submitted to the Group companies and published on the Company's web site immediately after their approval by the Company's Board. The responsibility for the publication of the Policy and its amendments shall rest with the Chief Information Officer (CIO).
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