

INTEGRATED CORPORATE POLICY

(QUALITY, SAFETY, ENVIRONMENT and ENERGY)

Rev.5 – 13/06/2024

The Management of **Cartiera del Chiese S.p.A.** hereby sets forth its commitment to the application and development of an Integrated Management System within its Organisation, and defines its underlying principles.

Cartiera del Chiese SPA has always believed that the foundations of business success lie in the quality of its products and the satisfaction of its stakeholders.

In this declaration, the Management intends to establish the fundamental principles which allow the full achievement of these aims, in accordance with the regulatory framework. The degree of satisfaction of the internal and external stakeholders will therefore be monitored and assessed, identifying the areas for improvement and also guaranteeing the expected level of satisfaction, with constant adaptation to changes in the regulatory framework, the context in which the company operates and the relative risks.

The company has also decided to implement, starting from 2016, an Organisation and Management Model in accordance with Legislative Decree 231/01, in order to prevent the commission of crimes that fall under the provisions of this law and that entail the administrative liability of the company itself. In particular, the special part of the Organisation Model details and formalises procedures for the prevention of crimes related to health and safety in the workplace (Article 25-septies of Legislative Decree 231), environmental protection crimes (Article 25-undecies of Legislative Decree 231) and related sanctions, commercial fraud crimes (Article 25-bis of Legislative Decree 231), crimes against public administration (Article 24 of Legislative Decree 231), and corporate crimes (Article 25-ter of Legislative Decree 231). The Organisation Model was approved by the Board of Directors on 12/03/2018, concurrently with the appointment of the Supervisory Body.

It is considered of fundamental importance to implement an Integrated Management System which is:

compliant with the standards:

- ISO 9001:2015, which establishes the requirements for the implementation of a quality system as a management tool, necessary to allow the company to be operated in a manner which ensures that the requirements established by the regulatory framework or required by customers are conformed to and complied with when realising the product, combining it with a complete level of service and information;
- ISO 14001:2015, which establishes the requirements for implementation of an effective environmental management system;



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- UNI INAIL:2001 Guidelines which establish the requirements for the implementation of an effective occupational health and safety management system.
- ISO 14067:2018 defines the principles, requirements, and guidelines for the quantification and reporting of the CFP (Carbon Footprint of a Product).
- ISO 5001:2018 which sets out the requirements for the implementation of an effective energy management system;

compliant with the regulatory framework with regard to:

- Consumer safety and production health standards, with constant reference to the relevant national and international regulations;
- Occupational health and safety, monitoring and updating the system with regard to the latest regulatory requirements;
- Personal data protection;
- Environmental protection;
- Monitoring of carbon emitted into the atmosphere to reduce emissions;
- Process management with a view to the circular economy;
- Energy management and energy efficiency obligations for energy-intensive enterprises.

Moreover, in addition to all relevant general and industry-specific regulatory requirements, the Management undertakes to comply with and satisfy:

- all requirements of the reference standards (ISO 9001, ISO 14001, UNI INAIL Guidelines, FSC, PEFC, Blauer Engel, **ISO 14067**)
- prevailing industry standards and BAT/benchmarks in energy performance;
- All national and international laws related to labour, including Legislative Decree 81/08 concerning workplace safety and European Regulation EU 679/2016 (GDPR) regarding personal data privacy, and the Consolidation Law on the Environment.

The effective implementation of an integrated system and continuous improvement of the company are only possible if the entire Cartiera del Chiese organisation:

1. adopts its contents and is engaged in the practical realisation of the declarations made in this Policy;
2. is clearly informed about the roles of the various function managers and the lines of communication between them;
3. ensures the involvement of suppliers, contractors, and vendors, carefully monitoring the quality characteristics of raw materials, materials, and purchased services, as well as the energy performance of systems/equipment that consume energy within the production process;
4. manages activities with a view to the application of the circular economy.

and the Management, in particular:

1. implements the entire integrated management system: it is therefore responsible for defining the actions needed for its maintenance, verification and continual improvement, also by issuing and registering operational documents;
2. maintains an optimal climate within the company's organisation:



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- a. by constantly maintaining and improving conditions in the working environment, in terms of compliance with occupational health and safety requirements;
 - b. by providing workers with all material and training resources;
 - c. by appointing an energy management team;
3. once the primary and supporting processes necessary for the company's operations have been identified, systematically monitors the effectiveness of the processes of primary importance for the achievement of performance targets set with the aid of suitable indicators.

In addition to these indicators, the Management will set its improvement targets based on:

1. the stakeholders' requirements;
2. the outcomes of the analysis of the Integrated Management System's performance conducted during the review;
3. changes in the regulatory framework;
4. update plans or improvement projects it intends to develop;
5. the outcomes of internal and external audits;
6. the market's demands;
7. its code of ethics and the relevant company values.

Last but not least, during the Annual Review of the integrated system, the Management undertakes to:

1. assess its adequacy, and any opportunities for changes, also considering developments in the socioeconomic and regulatory framework, to enable the company to maintain a leading position on the international scene through the constant innovation and development of new products;
2. monitor this Policy to guarantee its continual maintenance and improvement.

The Management undertakes to make available adequate resources for the pursuance of the principles of this Corporate Policy, and to allow its consultation by Staff and contractors.

The Management System Manager is also tasked with sending a copy of it to anyone requesting it, and for recording its distribution.

All staff, each employee within his or her operating context, are called upon to contribute through their work to the implementation of the Corporate Policies, by complying with the procedures and instructions established in the Management System, in order to prevent any of the forms of criminal offence envisaged.

This Policy is subject to periodic review by the Management, during its System Reviews.

Specific objectives in line with the Management's approach as set out in these points are defined over time in order to improve the company's performance.

The Management

The Legal Representative

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