

/Logo: Grigeo/

INTEGRATED MANAGEMENT SYSTEM POLICY

15.02.2022

Strategic direction of AB Grigeo Group is to be a responsible and progressive company in terms of sustainability, environmental protection, occupational health and safety and social aspects and to achieve the quality and safety level of produced tissue paper, fibreboard, corrugated cardboard and corrugated cardboard boxes, paper packaging raw materials that meets the highest requirements. Integrated management system policy is based on the principles of responsible and sustainable business.

Management of AB Grigeo Group sets for itself and all employees the following aspirations:

- Comply with the applicable legal acts, provisions of the Code of Business Ethics, standards, other regulatory documents, obligations to customers and business partners, conduct operations in an open, transparent and fair manner.
- Ensure proper protection of confidential information and personal data.
- Apply process-based management of an integrated management system and risk-based thinking.
- Continuously improve the integrated management system, increase the efficiency of processes, applying international management standards, good manufacturing practices, LEAN methods.
- Meet the needs and expectations of stakeholders by searching ways to implement them more effectively.
- Raise employee awareness by ensuring that each employee is personally responsible for their work according to their competencies.
- Promote employee excellence and initiative, reward for the achieved work results.
- Strive for the involvement of employees in the development and improvement processes of the company's activities.
- Consult with employees by involving them in quality, environmental, occupational safety and health management.
- Reduce the impact of company's activities on the environment, use natural resources rationally and economically, promote the use of renewable energy resources and the secondary use of raw materials.
- Ensure safe and healthy work conditions for employees, eliminate dangers and mitigate OHS risks and implement control measures to avoid traumas and injuries.
- When selecting suppliers and subcontractors, give priority to those whose activities meet the requirements of quality, environmental, occupational health and safety, sanitary and hygiene, sustainable forestry standards.
- The management commits to allocating funds to implement the policy objectives of the integrated management system and initiatives of sustainable activity.

This integrated management system policy is inseparable with the mission, vision and strategic goals of AB Grigeo Group.

President

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Gintautas Pangonis