



# COMPANY POLICY

Our main activity is development, production and sale of corrugated cardboard and packaging from corrugated cardboard at Mondi Bupak s.r.o. premises, Papírenská 41, 370 52 České Budějovice.

Observance of all valid legal requirements relating mainly to quality and hygiene safety of our products, social responsibility, occupational hygiene and safety, environment protection, energy savings and data protection including other requirements we have committed ourselves to meet forms the base for our business.

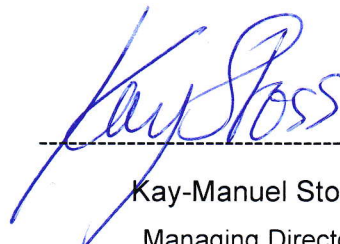
## From company strategy:

- ❖ to provide quality products and services that meet or exceed customer expectations,
- ❖ to optimize the deployment of all our resources,
- ❖ to cooperate with suppliers and customers in the area of environment, with an emphasis on long-term sustainability in the use of natural and energy resources,
- ❖ to support ecologically friendly, socially beneficial and economically viable forest management, using paper raw materials with a known history,
- ❖ to reduce impacts of our activity to environment associated with production of waste and raw material,
- ❖ to prevent pollution and minimize negative impacts on environment, health and company economy,
- ❖ to aim at ongoing improvement of occupational hygiene, safety and environment and minimize probability of hazardous incidents,
- ❖ to minimize and eliminate risk factors endangering hygiene safety of products,
- ❖ to respect human rights of employees and treat them considerately.

## Basic principles:

- ❖ Requirements of our customers and other interested parties form the basis for planning of all company activities and influence thinking and behaviour of our employees in a decisive way.
- ❖ Partnership with customer is considered the best way of understanding and meeting of customer expectations, needs and requests.
- ❖ The quality of products we offer to our customers is improved continuously. We are monitoring market trends and the state of the art.
- ❖ Orientation towards interconnected processes enables us an effective and easy control of all company operations.
- ❖ We apply principles of proper production and hygiene practices in all our operations.
- ❖ We strive for the most efficient use of all resources, improvement of energy infrastructure and equipment and an exemplary ecological and energy balance.
- ❖ Continuous improvement of all business processes is part of our corporate strategy and key to achieving our company's goals and is the path to lasting prosperity,
- ❖ Education, training and team involvement of all employees into company activity form a part of company culture as well as the basis of our success.
- ❖ We act with each other responsibly and with respect.
- ❖ We interact with each other and learn from mutual feedback. We communicate effectively, openly and honestly,
- ❖ We keep the confidentiality of information, protect the personal data of our employees, both in the field of labor law and in the field of wage processing.
- ❖ We prevent all forms of child labor, discrimination and forced labor.
- ❖ Company management regularly communicates with the trade union.

České Budějovice on 15<sup>th</sup> March 2024



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Kay-Manuel Stoss  
Managing Director