



INTEGRATED MANAGEMENT POLICY

Policy

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Mondi Bags Ibérica, S.L.U. is a company dedicated to the manufacture and sale of paper bags with or without polyethylene and with flexographic printing or plain, whose fundamental objective is to satisfy its stakeholders through the quality of the products and services it offers, protecting the environment and people, complying with legislation and the standards of the Mondi Group.

To this end, Mondi Bags Ibérica, S.L.U. undertakes to:

- 1. Meet the requirements of our stakeholders, in order to obtain their satisfaction through the proper management of our activities, applying prevention, detection, correction and continuous improvement as the guiding principles of our operations.*
- 2. Be aware of the legislation in force and applicable to Mondi Bags Ibérica, S.L.U., as well as to ensure compliance with the requirements of the certification systems that the plant has in place.*
- 3. Provide the appropriate motivation and training to anyone working at Mondi Bags Ibérica, S.L.U. either directly or as subcontractors, by encouraging **questions and participation**.*
- 4. Conduct research for the development of innovative products, and to renew and modernise the technologies of the production process.*
- 5. Analyse and set out an action plan for the continuous improvement of our processes, products and services.*
- 6. Apply FSC™ & PEFC values, including compliance with applicable regulations and occupational health and safety (OHS) protection. The applicable core labour requirements protect children by preventing child labour; protect the people working at Mondi by eliminating all forms of forced or compulsory labour; prevent discrimination in employment and occupation; and respect freedom of association and the effective right to collective bargaining. These values are integrated into the value chain.*
- 7. Provide safe and healthy working conditions in order to prevent injury and the deterioration of health.*
- 8. Reduce risks by adapting workplaces/machinery.*
- 9. Prevent environmental pollution, using resources sustainably, mitigating climate change and protecting ecosystems and biodiversity by promoting the circular economy.*

This policy is made available to any interested party.

Luis Elorriaga

Managing Director