

MANAGEMENT POLICY

NEKICESA PACKAGING, in its strategy of transparency and continuous improvement with its customers, suppliers, employees, stakeholders has defined and implemented an integrated management system in accordance with the requirements of the standards ISO9001: 2015, ISO14001: 2015, BRC issue 6, FSC-STD-40-004 (Version 3) and PEFC-ST-2002:2013. As part of this system

DECLARES

that its policy is appropriate to the Organization purpose and context, as well as to the nature and magnitude of their environmental impacts and support the strategic direction which establishes as essential goals:

- **Orientation to the client:** in the sense of determining the needs and expectations of customers, including the legal and regulatory requirements as requirements for the company seeking the satisfaction of those needs in the most effective manner at all times, by manufacturing safe products that comply with the regulations and the specified quality.
- **Orientation to innovation:** in order to secure the investment needed to meet our objectives in the most effective way, maintaining a continuous process of technological innovation.
- **Orientation to our staff:** based on the consideration of their needs and promoting efforts for an effective integration and professional and personal development, to get a full commitment to the company's objectives and enable an effective assignment of functions. In addition, undertakes to comply with the social and health and safety requirements:
 - Allowing workers to associate freely, choose their representatives, and bargain collectively with the company.
 - Prohibiting the use of forced labour at all times.
 - Prohibiting the hiring of workers below the minimum legal age.
 - Promoting equality of opportunities and treatment to workers.
 - Avoiding conditions of work which would endanger the health or safety of workers.
- **Preservation of the environment:** minimizing environmental impact through our commitment to the prevention of the pollution and implementing gradually good environmental practices. In addition, given that NEKICESA PACKAGING consumes cardboard and other paper derivatives as main raw materials, it wishes to promote responsible forest management in a way that will satisfy the social, economic, ecological, cultural and spiritual needs of current and future generations. Therefore, undertakes to check the origin of the wood used in the manufacture of paper and paperboard used in its production process in order to exclude paper and paperboard manufactured with material from the forest areas:
 - Where traditional and civil rights are violated.
 - Where the fundamental principles and rights at work are not met (according to the Declaration, 1998).
 - Where high conservation values are threatened.
 - Where genetically modified trees have been introduced.
 - Where illegal felling is in place.
 - Where plantations or other non-forest uses have been established at the expense of forests.

The General Direction of NEKICESA PACKAGING, publicly undertakes to promote and facilitate initiatives that help achieve these goals and to continually improve the effectiveness of the management system implemented in the company, as well as to promote this policy that is diffused, applied and updated to all interested parties.

Grifón, a 29 de Abril de 2020



Kerman Elordi

INTEGRATION GENERAL MANAGER SPAIN AREA