

## MANAGEMENT POLICY

BOLSEIRA's mission is to manufacture kraft paper bags for packaging at the point of sale and paper in reel, guided by the values of trust, commitment, respect, integrity and leadership, leading to Customer Satisfaction and based on the fundamental pillars of Sustainable Development - Economic, Social, Environmental, OHS and legal, described below:

- To promote continuous improvement of the implemented management system, so that the processes achieve their objectives with maximum effectiveness and efficiency, in order to improve their environmental, safety and product quality performance;
- To ensure compliance with the legislation, regulations and requirements applicable to the activity as well as others to which it voluntarily adheres;
- To achieve more satisfied customers, innovating and anticipating trends, in order to satisfy their demands and expectations;
- To motivate and train Employees appropriately, so that they carry out their activities with high standards of performance and quality;
- Keep employees informed and aware of the importance of meeting customer requirements;
- To promote employee consultation and participation in order to improve general working conditions;
- To identify, evaluate and control risks associated to the company's activities, in order to prevent and minimise accidents at work and occupational illnesses;
- To implement and maintain good practices and measures aimed at improving food safety conditions and compliance with HACCP guidelines;
- Protect the environment, so as to minimise the environmental aspects and impacts resulting from its activity, assuming an important role in environmental prevention and sustainability;
- In collaboration with its Partners, to ensure Forest Management, ensuring the Chain of Custody in the use of natural resources from controlled sources, guaranteeing the traceability of paper from environmentally adequate, socially beneficial and economically viable forest management, complying with the requirements of the Chain of Custody standard, PEFC ST 2002;
- Continuous communication with Stakeholders, systematically satisfying all stakeholders, including customers, suppliers and employees;
- To work closely with stakeholders so that the company's actions can make a positive contribution to the society in which it operates.

**Mamodeiro, 3 de January de 2023**

**The Administration:**



Carlos Fernando Tribuna



José Eduardo Tribuna



Helena Sofia Tribuna

