



INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

27 October 2017

The goal of the public limited liability company Grigeo is to achieve a quality and safety level of produced tissue paper, corrugated cardboard, and corrugated cardboard boxes in accordance with the highest standards, to be a competitive and leading enterprise in the Lithuanian and European markets, while seeking maximum profit, ensuring legal compliance, respecting the environment and reducing environmental impact.

Realising the importance of ensuring product quality and in pursuance of its commitment to ensure safe and health-friendly working conditions for the Company's employees and to meet the needs of stakeholders, the Company management sets the following objectives for itself and the Company's employees:

- To develop the awareness of the personnel through the application of advanced technologies and safe working practices, ensuring personal responsibility of every employee for the quality, safety, and environmental impact of products.
- To recognise employees' merits and creative initiative and to encourage them to pursue higher results.
- To continuously improve the management system and to enhance the effectiveness of processes, while applying international management standards, good manufacturing practice, and LEAN methods in the activities.
- To reduce any negative environmental impact of the Company's activities, to use natural resources rationally and sparingly, to promote the use of renewable energy resources and secondary raw materials.
- In selecting suppliers and subcontractors, to give priority to those whose activities comply with quality, environmental, and OSH standards.
- To comply with the applicable laws, the Code of Business Ethics, requirements of standards and other documents governing the activities, obligations to clients and business partners.
- To provide employees with safe and health-friendly working conditions, to identify hazards, to assess risk, and to provide for risk management and prevention measures.
- To continuously analyse, assess, and fulfil the needs of stakeholders and to look for methods for more efficient implementation of their requirements.
- The management undertakes to allocate funds for the implementation of the objectives of the IMS Policy.

The impeccable quality of products, respect to the environment, and the health and safety of employees are the priorities of the Company's activities. The IMS Policy of AB Grigeo is inseparable from the Company's mission, vision, and strategic goals.

Managing Director

A handwritten signature in blue ink, appearing to read "Robertas Krutikovas".

Robertas Krutikovas