

## **WALKI GROUP MANAGEMENT POLICY**

The key to success for Walki Group is highly qualified, motivated, reliable and versatile personnel. Our mission is to accelerate the world's transition into a zero waste future. At Walki we strive for a life-centric approach. A life-centric business always considers the life-cycle of materials. It assesses the sustainability of the processes used to manufacture goods. To meet the needs of our customers Walki grows on innovation and opportunity to use our abilities to create responsible smart business solutions.

Walki Group's vision is to be the recognized leader in sustainable packaging and engineered material solutions. Safety, quality and productivity constitute essential factors in safeguarding the competitiveness and future of Walki plants. Appropriate working quality in all functions helps to produce customer satisfaction, while high productivity is a precondition for successful business activity. Profitable growth is also one of our primary goals. The commitment of top and plant management to sustainable development and continuous improvement is part of the everyday way of working at Walki Group.

Walki Group complies in all of its operations with applicable laws and regulations, internal targets and external obligations related to the quality, environment, energy, health and safety, food safety and sustainability whenever it conducts its business.

For management of operations Walki Group mainly uses risk and opportunities based systems certified according to ISO standards.

### **Quality Management**

Walki Group aims to manufacture products of consistent quality, suitable for planned end use, that meet customer's requirements. Our development activities are based on customized innovations. Openness and efficiency will characterize the internal and external flow of information. We work closely with our customers and suppliers to establish long-term relationship and cooperation based on mutual benefit.

### **Environmental and Energy Management**

Walki Group takes care of the environment proactively in relation to all products manufactured and marketed, in all areas of business. In all development activity, we pay attention to the continuous improvement of our level of environmental protection and environmental and energy management. Responsible use of materials, energy and resources and protection of the environment are of prime importance to all functions. Walki aims to affect environmental impacts by minimizing the use of materials and energy and using energy efficiently from renewable sources whenever possible. All employees being aware of their environmental responsibilities and being prepared to recognize risks and take necessary actions to eliminate them and prevent pollution as well as opportunities to reduce carbon footprint and emissions.

### **Occupational Health and Safety Management**

The target of Walki Group is to prevent occupational health and safety risks for all personnel and other parties visiting our sites. For us, safety is a fundamental requirement that comes first in everything we do. Management provides guidelines for steering of health and safety at work and resources for practical execution and is committed to prevention of injury and ill health as well continual improvement and participation of workers. Accidents as well as incidents are registered and investigated according to local laws. All laws and regulations relating to the protection and well-being of personnel are observed in a constant drive to improve standards of protection at work.

### **Food Safety Management**

Some of the Walki plants manufacture food packaging material for different customer end uses and the majority of customers convert the material before formation of the final packaging. In development and manufacturing of the packaging material, we pay attention to those factors ensuring the customer an uncontaminated product, safe for its intended purpose. Good manufacturing practices (GMP) form an essential part of each individual's daily work. Systems for ensuring standards of food safety are maintained by those Walki Group plants appropriate to the product ranges manufactured.

## **Sustainability Management**

For Walki Group, sustainability is about innovation, ethical business conduct, profitable business and responsible caring for the people and the environment. Sustainability is the driver for our growth and success and the foundation of our economic health. We strive for product innovation and sustainable solutions that create more performance with less material, which contributes to both our customers' and our own sustainability.

We in Walki Group believe in integrity and fair treatment. We are committed to supporting human and labour rights in all areas of our business, monitor this frequently by audits. Walki Values and Code of Conduct guide us in our everyday work, and through training and development actions we pursue well-being, shared company ethics and responsible conduct.



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