

## Management Policy

The management policy is the basis for the strategy and continuity of business, for the continuous performance improvement of the Management System and the establishment of global EMBA objectives.

The Management System includes Quality (ISO 9001), Environment (ISO 14001), Forest Products Chain-of-Custody (FSC® (FSC® C120766) and PEFC (PEFC/13-31-085)) and Food Safety (BRCGS Packaging) standards, fully reflecting the company's activity: to develop and produce flexible food contact paper packaging materials.

The Management Policy must be known, understood and applied by the entire team.

### **Customers**

- To provide customers with packaging materials with quality assurance, compliance and food safety.
- To treat customers with the utmost professionalism, respect and loyalty.
- To maintain communication channels with customers to provide information on products allowing informed decision-making and demonstration of food compliance.
- To ensure compliance with the agreed conditions and legal requirements applicable to our activity.
- To ensure the safety of the products supplied, through assessing procedures, applying good business practices and the HACCP methodology.

### **Suppliers**

- To treat suppliers with the utmost professionalism, respect and loyalty, following the motto "a supplier is as important as a customer".
- To maintain a fluid and continuous communication with suppliers regarding products and raw materials, thus establishing a partnership with them.
- To select and assess suppliers based on objective and impartial criteria.
- To honour commitments made.

### **Employees**

- To base human resource management on respect for the dignity, diversity and rights of each person.
- To promote team spirit, sharing of common objectives and mutual help.

- To promote communication channels that allow an exchange of information, ideas and perceptions about the company's products and activities.
- To treat each employee fairly and create equal opportunities for personal and professional development.
- To respect the balance between the employee's professional life and personal life.
- To implement, maintain and comply with all requirements and/or social, occupational safety, hygiene and health values in accordance with national legislation and the FSC® and PEFC standards.

### ***Shareholders***

- To act in order to protect interests and generate more value for company shareholders.
- To ensure the accuracy and veracity of the information provided.

### ***Competition***

- To respect market rules and criteria, promoting a healthy and fair competition.
- To relate to competitors in a cordial manner and promote mutual respect.

### ***Public Authorities***

- To respect and ensure compliance with the legal and regulatory rules applicable to EMBA's activity.
- To provide public authorities with the necessary collaboration to carry out their activities, namely through the timely provision of information requested.

### ***Environment***

- To contribute effectively to the Protection of the Environment, preventing pollution and continuously improving environmental performance.
- To adopt good environmental practices, namely by promoting eco-efficient management, minimizing environmental impacts resulting from our activity and using natural resources in a rational way.
- To acquire more environmentally friendly raw materials, with preference for paper suppliers with environmental certification and able to supply paper manufactured using sustainable forest management (PEFC or FSC®).

- To promote and share with customers the adoption of “sustainable packaging”, more environmentally friendly and with a more efficient life cycle.
- To comply with legal and other voluntarily requirements, applicable to the environmental aspects of our activities, products or services.

### ***Supply***

- To promote sustainable forest management.
- To ensure that the raw material used in the production process is not of controversial origins, in accordance with FSC® and PEFC standards.

### ***Community***

- To promote the company's social responsibility and management based on ethical standards.

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