

ENVIRONMENT, ENERGY AND INDUSTRIAL HEALTH AND SAFETY POLICY for the research, development and production of various types of paper in reels and sheets

The Burgo Group is conscious of its role and responsibilities in relation to the community and the environment in which it works, and in order to ensure a healthy and safe working environment for its Staff and other Interested Parties, it has defined the *Policy* set out in this document, undertaking to render it operative, constantly updated, communicated to the entire workforce and available to the public and to anyone who requests it.

The respect and protection of the Environment, natural resource and Industrial Health and Safety concerns the whole Organisation and constitutes the basis for the company's operating and market strategies.

The fundamental conditions for our activities and products and their development are:

- Compatibility with the environment that hosts them and the protection of the workforce and the population from harmful environmental effects.
- Prevention and protection, for employees and other Interested Parties, from any Industrial Health and Safety risks they may be exposed to.
- Compliance with current legislation, with specific care for efficient use of energy resources and any other requirements signed up to regarding environmental impact and/or the industrial Health and Safety dangers identified, and with the voluntary standards that the Organisation has implemented.
- The clear definition, throughout the Organisation, of responsibilities in the protection of the Environment, energy resources and Industrial Health and Safety.
- The focus on constant improvement of prevention and environmental performance and Health and Safety in the workplace.
- The availability of the necessary human, technical, instrumental and economic resources.

The above translate every year into specific objectives and improvement targets which are managed in the context of systems that comply with the requirements of EMAS Regulations, ISO 14001, of ISO 50001 and ISO 45001 Standards.

Guidelines

a. Products, Processes, Technologies and Resource management

We develop and manufacture products paying attention to quality in order to minimise the environmental impact maximize energy efficiency and prevent lesions and illness for all Interested Parties.

We implement new activities, processes and plant after assessing the risk factors, environmental and energy related Health and Safety issues.

We use the best economically accessible technologies available, including the highest energy efficient products and services. In the design and/or installation of new system components, we consider the commitment to achieve the improvement of the energy performance of the area affected by the intervention as fundamental.

We are committed to efficient energy management and to optimisation of the use of natural resources and raw materials.

b. Minimizing of the environmental impact and risk of Industrial Health and Safety

We aim to assess, check, eliminate and reduce the incidence of our activities on the various components of the Environment our significant uses of energy and Industrial Health and Safety, taking into consideration the nature and entity of the environmental impact factors and identified risks.

c. Training, Involvement and Consultation

We plan and undertake documented training so that our workforce is trained and conscious of having to perform and monitor whatever is within their sphere of competence safely and responsibly (to prevent dangerous forms of behaviour, the awareness programme also addresses external personnel working for the Burgo Group at its Sites).

To encourage the involvement and participation of all the workers, we organise a programme of periodical informative meetings, backed up by suitable communications aids. We also put procedures in place to ensure the prompt consultation of the Workers through their Representatives.

d. Suppliers

They are involved with regard to the improvement targets related to the protection of the Environment, energy resources and industrial Health and Safety for the products and/or services requested. With regard to the fibrous raw materials supplied, the preference goes to Suppliers that have signed up to *Sustainable Forest Management*, to ensure that the state of health of the forest ecosystem is maintained and improved.

We undertake to evaluate the purchase of products and equipment that may have an impact on significant energy uses even based on their energy performance, informing suppliers accordingly.

e. Emergencies

To respond to potential accidents and other unexpected events, appropriate emergency procedures have been established which emphasise the concept of prevention through risk analysis and the adoption of suitable measures to contain its effects. These are re-examined and modified in response to events recorded and/or in the case of the development of new activities, products and processes.

f. Information and Communications

We systematically inform the workforce about the environmental aspects, our significant uses of energy and Health and Safety risks of the work performed, so that they may understand the implications for their roles and behaviour on the job.

We undertake to pursue an open and constructive dialogue with all the interested parties, guaranteeing the transparency and reliability of the data and information.

Wherever applicable, the Environmental Declaration and its updates have been made available, in order to transparently communicate the results achieved and the new targets.

Chief Executive Officer Mosaico

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