Integrated Management System Policy

The **Burgo Group**, a leading European producer and distributor of graphic, specialty, and packaging papers, in line with the **Sustainable Development Goals (SDGs)** defined by the **United Nations** in the **2030 Agenda**, is committed to meeting the needs of its customers and stakeholders by providing high-quality products and services, minimizing its environmental impact, ensuring the health and safety of its employees, and optimizing the use of energy resources.

Quality, **sustainability**, and **people** are the **values** that drive us to strengthen our position in an increasingly challenging market and **to create a sustainable future**.

GO 2030
GROWING SUSTAINABLY

BURGO GROUP

Management System preliminary key requirements:

Quality (ISO 9001): Meeting customer needs, continuously improving processes and products, preventing non-conformities, and ensuring product traceability throughout the supply chain.

Environment (ISO 14001): Preventing pollution, complying with environmental regulations, continuously improving environmental performance, using resources efficiently, and promoting pollution prevention.

Occupational Health and Safety (ISO 45001): Prevent work-related injuries and illnesses, continuously improve occupational health and safety performance, involve workers in risk management, and promote a safety culture.

Energy (ISO 50001): Continuously improve energy performance by increasing the energy efficiency of processes, reduce energy consumption and greenhouse gas emissions, and promote the use of renewable energy sources.

Packaging Hygiene (UNI EN 15593): Ensure the hygiene and safety of food contact packaging, prevent contamination, and comply with specific regulatory requirements for the food sector.

Forest Management (FSC®, PEFC): Promote responsible forest management, ensure the legality and traceability of forest products, contribute to biodiversity conservation, and support the development of local communities.

(FSC-C004657) (PEFC/18-32-20)

Areas of action:

Sustainability:

- Reduction of carbon dioxide emissions and improvement of energy efficiency through the use of renewable energy sources and the optimization of production processes.
- Promotion of the circular economy and waste reduction.
- Progressive optimization of the supply chain and maximum attention to the origin of raw materials, prioritizing the purchase of wood and fibrous raw materials from FSC® and PEFC certified forests, supplemented by purchases of controlled wood (CW) and controlled source wood.

- Development of products with a low environmental impact.
- Involvement of stakeholders in the definition and implementation of sustainability policies.

Quality:

- Definition of product and service quality requirements.
- Monitoring of customer satisfaction.
- Data analysis to identify areas for improvement.
- Collaboration with suppliers who share the same quality and food safety standards.

Areas of action

Health and Safety:

- Assessment and management of occupational health and safety risks.
- Promotion of a workplace health and safety culture through the involvement and training of all staff.
- Investment in collective and individual protection measures.
- Progressive extension of ISO 45001 certification to all Group sites.

Environment:

- Reduction of atmospheric emissions, water discharges and waste production.
- Monitoring of environmental impacts.
- Optimization of energy and water consumption.

Ethics:

- Respect for human and labor rights.
- Focus on inclusion, equity, and diversity.
- Compliance with mandatory and voluntary regulations.
- Fight against corruption and transparency in activities.
- Sustainability of the supply chain.

Aree di azione:

Energy:

- Continuously improve energy performance by analyzing risks and opportunities and defining actions to achieve objectives;
- Verify compliance with current legislation and adopted voluntary standards;
- Ensure the availability of the necessary financial and human resources to maintain an efficient energy management system and to achieve established objectives;
- Integrate energy efficiency as a fundamental criterion to consider during the design, installation, and management of plants and infrastructure;
- Evaluate energy efficiency when purchasing new equipment and products, promoting the use of the best available technologies.

Loss prevention :

- Preventing losses to protect company assets, ensure a safe working environment, and maintain high standards of operational integrity;
- Adhering to established procedures and ensuring employee cooperation in in detecting and reporting suspicious behavior.

Core values and long-term commitment:

Transparency:

Promote open and transparent communication with all stakeholders to build trust relationships, ensure the traceability of products and processes, strengthen corporate governance, promote equity, and facilitate the creation of strong partnerships to address global challenges by fostering sustainable consumption and production patterns.

Innovation:

Promote research and development of advanced technological solutions to support an inclusive and sustainable industrial development model, improving the efficiency of production processes, reducing environmental impact, developing new sustainable products and services, and actively contributing to climate change mitigation and adaptation, promoting the efficient use of resources and encouraging responsible consumption practices. Monitoring environmental impacts.

Collaboration:

Strengthen global action mechanisms and partnerships for sustainable development, actively involving all stakeholders, from the local community to global partners, to mobilize resources and expertise, create shared value, and build more sustainable supply chains, in order to more effectively address global challenges and achieve sustainable development goals.

The sustainability information included in this document should be interpreted based on the data, methodologies and scopes described in the Group's Sustainability Report and ESG documentation available on burgo.com, together with product paper profiles, which are available upon request.

THE BURGO GROUP IS COMMITTED TO DISSEMINATING AND SHARING ITS POLICY WITH ALL STAKEHOLDERS, PERSONNEL, CUSTOMERS, AND OTHER INTERESTED PARTIES. IT IS COMMITTED TO CREATING SHARED VALUE FOR ALL, TO THE CONTINUOUS IMPROVEMENT OF ITS PERFORMANCE, AND TO ACHIEVING THE SUSTAINABLE DEVELOPMENT GOALS OF THE GO2030 PROGRAM.

Managing Director Burgo Distribuzione	Chief Executive Officer Mosaico	Chief Executive Officer Burgo Ardennes	Chief Executive Officer Burgo Group
Dott. Matteo Samos	Ing. Ignazio Capuano	Ing. Ignazio Capuano	Ing. Ignazio Capuano