

The management of PAPEL ARALAR, S.A., aware of the need for a specialty paper production to be carried out with optimal quality, with the appropriate respect and commitment to the environment, and with energy efficiency, hereby adopts the following Quality, Environmental, Energy Management and Chain of Custody Policy, in accordance with standards UNE-EN-ISO 9001:2015, UNE-EN-ISO 14001:2015, UNE-ISO 50001:2011 and FSC/PEFC, providing a framework that guides us in a process of constant improvement, prevention of pollution and protection of the environment, setting goals and targets.

This policy is adopted in line with the context and strategic direction of our organization and is based on the following principles:

- Commitment, by PAPEL ARALAR, S.A., to offer a service of specialty paper production that responds, in the best possible way, to the needs of our customers and other stakeholders, in order to guarantee their satisfaction and our relevance in the market.
- Commitment to guarantee equal treatment and equal access to work opportunities for men and women, taking measures aimed at avoiding any sort of discrimination based on sex, race, religion, political positions, views concerning trade unions, encouraging the adoption of measures to achieve real equality within our organization.
- Commitment, by PAPEL ARALAR, S.A., for continuous process improvement through the involvement of its staff and management. The objective pursued is the reduction, whenever feasible, of inefficiencies in our processes: minimization of our impact in the environment through the reduction of discharges, waste, energy consumption, use of raw materials or natural resources, all aimed at protecting the environment, prevention of pollution, and a general improvement of our environmental performance.
- Commitment to comply with legal requirements and standards related to the environment, the consumption of energy and energy efficiency related to our activity, compliance with legislation and regulations applicable to our products, as well as other requirements that our organization subscribes.
- Support for the purchase of products and services that respect the environment, that are energy efficient or that allow for substantial improvements in the quality of our product.
- Good communication and training of all individuals that work for PAPEL ARALAR, S.A. and on its behalf, about the Quality, Environmental, Energy Management and Chain of Custody Policy, resulting in the necessary motivation so that their duties at the company can be carried out with the utmost efficiency and with maximum respect for the environment.
- Ensuring the availability of information and the resources needed to achieve the established objectives.
- Support for the acquisition of energy-efficient products and services as well as the design to improve our energy performance.
- Integration of energy efficiency criteria in the planning of new processes and in the modification of existing ones.
- Periodic review of the Quality, Environmental, Energy Management and Chain of Custody Policy to achieve its continuous adaptation to the needs of PAPEL ARALAR, S.A., the environment and its customers.

Signed by the Managing Director

Amezketta, 6<sup>th</sup> March 2020

