

OUR **GUIDING** **PRINCIPLES**



PATHWAY TO SUCCESS

- Safety and Quality will always take priority during manufacturing. If one or both are missing, it requires immediate intervention to restore control within our operations.
- All employees will follow the established Cardinal Rules for working safely. No one shall knowingly ignore an unsafe condition or unsafe behaviors within the workplace. Nothing we do is so important that it cannot be performed safely.
- Implement and maintain a risk-based approach to identifying hazards and mitigating risks affecting, product safety and quality, safety, health, and the environment.
- Comply with our legal obligations for product safety and quality, safety, health, and the environment. Document our management systems, thus ensuring consistency in their application.
- Openly engage and consult with our employees on product safety and quality, safety, health, and the environment, including workplace changes.
- We aim to continually improve our QEHS performance and reduce risks using innovative technologies, risk assessments and failure modes, approved materials, and robust manufacturing processes.
- Promote a culture of openness, involvement, and dignity in the workplace, where employees can participate and challenge the management systems and work practices.
- Perform internal audits and inspections of the workplace to determine compliance and enhance performance. Foster a work environment where employees understand their roles and deliver on their responsibilities.
- To openly share and maintain active internal and external communication channels throughout all our business levels, enabling efficient information sharing.
- **Speak Up Channel is available for all employees to raise confidential concerns.**
- Promote awareness and training for all Logoplaste employees on Science-Based Targets **and broader sustainability goals** so they can identify and propose initiatives to reduce emissions.
- Train and develop our employees to give them the skills to complete tasks right the first time. All employees are provided with instruction, information, training, and supervision to work safely while manufacturing products that meet the required **product safety and quality standards.**
- Promote a work environment where mental health awareness and support are available to all employees.
- We are committed to using root cause analysis and implementing robust action plans to restore control. These include managing incidents, local and accidental pollution, non-conformances, injuries, ill health, and emergencies.



QUALITY

- Use raw materials that meet the specified requirements for product safety and quality.
- Develop process quality control methods that enable us to monitor and manufacture our products right the first time, every time.
- Ensure critical decisions are based on risk and available information.



HEALTH AND SAFETY

- Create a culture where everyone can participate in creating an injury-free workplace, and safety becomes a habit.
- Manage and control visitors and contractors while on site.
- Ensure our processes do not impact the health of our employees and others who encounter it.



ENVIRONMENT

- Design and develop sustainable products considering materials, technologies, recyclability, end-of-life, enabling a circular economy.
- Reduce waste and promote reuse, recycling using approved contractors for waste disposal.
- Make use of technology to reduce the number of resources used.

OUR GLOBAL POLICIES



PRODUCT SAFETY AND QUALITY

- Our commitment to the manufacture and supply of safe, legally compliant packaging to the agreed product safety and quality specification is total and uncompromising.
- Our vision is to operate with product safety and quality as a core VALUE. We want to be recognized as the most trusted supplier of high-quality products with highest supply reliability. We shall continually improve our business aspects to benefit our Customers, Logoplaste, Stakeholders, and other parties.
- We will create and **continuously improve** product safety and quality culture founded on authenticity, empowerment, and accountability by ensuring high leadership and management standards throughout all operations.



OCCUPATIONAL HEALTH AND SAFETY

- At Logoplaste, we promote a Health and Safety culture founded on authenticity, empowerment, accountability, and continuous improvement by ensuring high Health and Safety Management standards throughout all operations.
- Our vision is to operate with health and safety as a core VALUE, not just a priority, we are committed to preventing injury and ill-health. We believe that working safely is non-negotiable, and no task is so important that it cannot be done safely. **Logoplaste is committed to fulfilling our legal requirements.**
- Accountability for health and safety starts at the top. In fully supporting and endorsing this policy, we are committed to being visible in its delivery and involved and party to its implementation. Nothing we do is so important it cannot be performed safely. **We commit to consult with and encourage participation by all our employees.** All employees have a duty of care towards themselves and others and are therefore empowered to stop any practice where they think their safety or others' safety is at imminent risk.



ENVIRONMENT

- We are committed to creating environmentally responsible operations and products by continually improving our resources' efficiency, consumption of raw materials, energy, water, preventing and minimizing emissions and discharges from our activities and targeting zero waste to the environment.
- Technology plays an essential role in our practices, and via energy assessments, we shall aim to work with equipment manufacturers to improve environmental performance.
- We are committed to continuously reviewing and improving our environmental practices and performance to progress towards our vision.

The Guiding Principles, Global Policy and QEHS Plan will be brought to the attention of all employees and displayed at all sites. These documents are reviewed annually or sooner should the need arise and made available to all interested parties upon request.

Sandra Santos
Chief Executive Officer
Logoplaste

A handwritten signature in black ink, appearing to read "Sandra Santos".

March 2025 (V10)

OUR QEHS PLAN



APPLICABLE TO ALL MANUFACTURING AND iLAB FACILITIES FROM MARCH 2025

QEHS DEVELOPMENT

DEVELOP & IMPLEMENT STANDARDIZED QEHS PROCESSES

- Plants to implement an Integrated Management System in line with customer, product safety, quality standards, EHS expectations and requirements.
- Document GMS procedures and integrate them as an IMS system.

PRODUCT SAFETY & QUALITY

BECOME OUR CUSTOMERS MOST TRUSTED SUPPLIER

Achieve Logoplaste performance in ppm: In-house plants < 50 net ppm YTD / Off-site plants < 300 gross ppm YTD.

PRODUCT SAFETY & QUALITY CULTURE

Ensure that plants define and maintain a plan for the development and continuous improvement of a product safety and quality culture.

PROCESS CONTROL

Ensure plants have a documented process for establishing and recording the optimum manufacturing processes, quality control equipment, vision, and measuring systems. These master settings shall be monitored to reduce variation and assure control.

PROBLEM SOLVING

Eliminate the recurrence of problems and deficiencies, using appropriate tools for a thorough and in-depth root cause analysis, and the implementation of corrective and preventive actions.

SUSTAINABILITY & ENVIRONMENT

REDUCE ENERGY

Identify measurable energy reduction initiatives and best practices aligned with Logoplaste' s Science-Based Targets (SBTi). As part of the net zero commitment, Logoplaste is committed to achieving 100% green energy in all plants where energy is sourced.

Allocate necessary budgets and resources to support this transition while promoting a sustainable operational model across facilities.

ENVIRONMENTAL RISK ASSESSMENT (ERA)

Manufacturing sites completed the E.R.A.; action plans must be developed to mitigate risks.

ENVIRONMENTAL AWARENESS

Employees to complete the scheduled environmental awareness training.

WASTE

- Strive for ZERO to landfill where waste is under our complete control.
- All facilities implement Global waste and pollution prevention policies.

SUPPLIER ENGAGEMENT

Enhance and expand the Supplier's Code of Conduct. Create a library with signed copies of the supplier code of conduct.

OCCUPATIONAL HEALTH AND SAFETY

MAKE THE WORKPLACE SAFER

- Implement a risk assessment plan based on site O.H.S. performance. This includes injuries, ill health, significant near misses, legal requirements, and most hazardous tasks.
- Implement quick risk assessments for infrequent tasks or changing situations.
- All plants must follow the established global EHS procedures and include customer and country-specific requirements.
- Ensure that all employees can identify unsafe conditions or behaviors through our GMS software. All observations are tracked to closure promptly.
- Aim for ZERO injuries and reduce our TRIR by at least 10% annually.
- All employees must adhere to our Cardinal Rules. The ten life-critical safety rules are created to keep you safe!

DEVELOP OUR SAFETY CULTURE

- Plants with thirty or more employees to obtain ISO 45001 certification.
- Communicate plantwide Toolbox Talks and continued occupational safety and health awareness campaign based on Global or facility trends and seasonal risks.
- All plants shall implement a safety committee that supports keeping the workplace free of significant risk of harm, injury, and ill health. Safety representatives are to be identified, trained, and given time to complete their duties.