ALIER, S.A. embraces quality, respect for the environment, energy efficiency and occupational risk prevention in carrying out its activities. Its aim is to achieve customer satisfaction and meet customer requirements, while ensuring that these activities are compatible with respect for the environment, improved energy performance, and the assurance of occupational health and safety.

Consequently, ALIER undertakes to act responsibly towards the natural environment. This commitment applies to all personnel within the organisation and to partner companies. Its principles of action are guided by continual improvement and the achievement of objectives, which will be defined and duly communicated to all personnel and partners.

ALIER has an Integrated Management System in accordance with UNE-EN ISO 9001:2015, UNE-EN ISO 14001:2015, UNE-EN ISO 50001:2018 and UNE-EN ISO 45001:2023, as well as the FSC® (FSC-C146282), PEFC (PEFC/14-33-00070) and ISCC PLUS schemes.

Consistent with the reference standards, ALIER's Management establishes the following principles for the company policy:

The principles of this policy are:

- **System compliance and continual improvement:** promote compliance with and maintain the Integrated Management System, applying continual improvement to the optimisation of the company's processes and activities.

- **Value contribution:** meet customer requirements and exceed customer expectations by jointly developing new products and services that provide greater added value for both parties.

- **Responsibility, honesty and transparency:** use the FSC® and PEFC marks truthfully and responsibly. These identify our paper as 100% recycled, as do the marks for the other certifications we hold. Always act responsibly and transparently, ensuring impartiality, confidentiality and commitment.

- **Legal compliance:** comply with applicable legal and regulatory requirements, as well as other requirements to which the organisation subscribes, relating to quality, the environment, occupational health and safety, energy use and consumption, and energy efficiency.

- **Resources:** provide the organisation with the resources needed to carry out its activities and operate its management system, promoting the implementation of the best available techniques.

- **Proactivity:** support the organisation's different roles to strengthen their leadership within their areas of responsibility.

- **Staff training:** prepare each person to foster responsibility, personal growth and integrity, and create open communication in a climate of mutual respect and trust that promotes motivation and teamwork in achieving the company's quality, environmental, energy management, and occupational health and safety objectives.

- **Worker participation and consultation:** ensure the active participation of workers and their representatives in the Integrated Management System, promoting their consultation, contribution and commitment.

- **Objectives:** establish and review objectives annually for quality, health and safety, the environment and energy, in line with the organisation's context and strategic direction. Provide the resources and information needed to achieve the objectives set.

- **Awareness-raising:** inform, train and raise awareness among our own staff and those of partner companies about the importance of proper energy management and the impact of their activities on the organisation's energy and environmental performance.

- **Environmental and energy efficiency responsibility:**

  - Optimise the rational and efficient use of the natural resources needed for the organisation's activities by using recycled and/or recyclable products. Promote energy savings and the circular economy through priority actions in waste management.

  - Apply measures to optimise water consumption and reduce the volume or hazardousness of discharges when carrying out activities.

  - Support the acquisition of energy-efficient, sustainable and environmentally friendly products and services to improve ALIER, S.A.'s energy and environmental performance.

  - Consider opportunities to improve energy and environmental performance in design and development activities.

  - Protect the environment by preventing pollution and honouring the company's commitments to reduce the environmental impacts it generates, from a life-cycle perspective.

  - Develop practices that help reduce greenhouse gas emissions by promoting energy efficiency and renewable energy, contributing to the fight against climate change.

  - Avoid or minimise air pollution generated by the organisation's activities, including atmospheric emissions, noise, vibration and light pollution.

  - In accordance with the EMAS Regulation, promote workers' commitment and participation in environmental management, compliance with applicable requirements and continual improvement.

- **Occupational risk prevention and health and safety at work:**

  - Comply with occupational risk prevention legislation by implementing a Prevention Plan that sets out the action criteria, objectives and targets for this area, and the resources and responsibilities needed to achieve them.

  - Eliminate hazards and reduce occupational health and safety risks.

  - Provide safe and healthy working conditions.

  - Recognising that workers are ALIER's most important asset and essential to its future, the following are key pillars of this policy:
    - Ensure staff are suitably qualified.
    - Involve them in achieving the organisation's objectives.
    - Promote their participation and consultation and take their views into account.
    - Involve them in improving working conditions.

    Any disrespectful or discriminatory treatment on grounds of sex, race or religion, as well as any form of harassment, is prohibited.

- **Circularity and ISCC PLUS certification (traceability and chain of custody):**

  - Promote and maintain a traceability and chain of custody system that ensures compliance with the applicable requirements of the ISCC PLUS scheme within the scope defined by the organisation. Safeguard the integrity of information, document control and the responsible issuance of associated claims, and make this commitment known to personnel, partners, suppliers, customers and other interested parties.

ALIER, S.A.'s Management undertakes to lead compliance with the Integrated Management System, communicate the principles of this policy to all personnel, partners, suppliers, customers and other interested parties, and use these principles to guide the company's strategic management.

To this end, we will keep this policy up to date and ensure that it remains consistent with our context and purpose.

General Manager

Alier

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