

Celje, March 7, 2022

MANAGEMENT POLICY

Based on the statement of the directors of the companies CETIS d.d., CETIS-GRAF, d.o.o., Celje and CETIS FLEX d.o.o. we set out this Management System Policy, which obliges all participants in the processes of the mentioned companies that:

- We always act in accordance with the law.
- We provide to the consumer healthy, safe, legally compliant and consumer-friendly products in a responsible manner.
- We take advantage of all opportunities to achieve business performance.
- We constantly increase the quality of our products, services and processes.
- We always increase the positive impact on the environment throughout the entire life cycle.
- We constantly ensure a healthy, safe and ergonomically friendly working environment.
- We always prevent the loss of confidentiality, integrity and availability of information.
- We constantly take care of securing and increasing the value of our goods.
- We constantly take care of the energy efficiency of our activities.
- We sustainably develop new solutions and modify existing ones.
- We always ensure the use of legal FSC® materials and continuity of Chain of Custody (CoC).
- We always manage risks in a way that minimises negative consequences and increases the resilience of society.

The implementation of this Management Policy in daily practice is the task and duty of every participant who works in the processes of the aforementioned companies.

The implementation goals of this Management Policy are set out in the companies' annual economic plans.

Verification of the implementation and realisation of goals is carried out comprehensively as part of regular operation, control and reporting in the company at all levels of management at least once a year as part of a management review, which also reviews the relevance and adequacy of this Management Policy.

Each employee of the aforementioned companies must respect this Management Policy and may propose its improvement to the top management, who ensures that all employees of the aforementioned companies fully understand it.

For CETIS d.d.

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Executive Director

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