

Integrated Quality, Environmental, Occupational Health and Safety and Product Safety Management Policy

Rev. 9

To ensure the satisfaction of our customers and stakeholders, we design, manufacture and supply hygiene, cosmetic and medicinal products in compliance with the applicable legislation, requirements arising from the context of the Organization, meeting quality, safety and performance requirements.

In our activities we promote and support the principles of safe work and respect for the environment.

We implement our Policy through:

- ✓ the application of technical and organisational solutions guaranteeing the maintenance of a high level of offered products and services as well as the increase of production effectiveness through the search for new solutions and investments in equipment, machines, devices, construction facilities, taking into account the improvement of energy performance,
- ✓ ensuring the availability of the information and resources needed to achieve energy objectives,
- ✓ the systematic review of the quality and effectiveness of the processes implemented, with a view to their continuous improvement and to meeting the expectations of customers, with particular regard to their health safety,
- ✓ ensuring and adhering to Good Hygiene Practice (GHP) and Good Manufacturing Practice (GMP) at the various stages of production and storage processes,
- ✓ a planned system of employee training and awareness-raising on the quality of work performed, identification and reduction of risks in the workplace, quality and safety of manufactured products, environmental issues,
- ✓ building employees' understanding of their role in the overall process of delivering a safe product and their responsibility towards the company, customers and stakeholders for upholding the standards implemented,
- ✓ inspiring employees, contractors and social and local partners to take initiatives to improve mutual relations and working conditions,
- ✓ supporting the purchase of energy-efficient products and services that affect the energy performance,
- ✓ ensuring that Ecolabelled products fully comply with EU Ecolabel criteria and that Ecolabel requirements are incorporated for environmental purposes,
- ✓ proactive measures to reduce the negative environmental impact of processes and products, in line with forest management and chain of origin standards,
- ✓ improving management tools in order, by preventing accidents at work, occupational illnesses and near misses, to strive for continuous improvement of occupational health and safety,
- ✓ improving the effectiveness of the management of the Integrated Quality, Environmental, Occupational Health and Safety and Product Safety System, improvement of the Energy Management System and improvement of the energy performance,
- ✓ ensuring compliance with legal requirements, the Quality, Environmental, Occupational Health and Safety and Product Safety Management System requirements in accordance with ISO 9001: 2015, ISO 14001: 2015, ISO 22716: 2009, ISO 45001:2018, ISO 50001:2018, ISO 13485: 2016, applicable versions of BRC CP, IFS HPC standards, HACCP system elements, Ecolabel and other regulations related to the business,
- ✓ ensuring compliance with the requirements of the FSC® standard,
- ✓ ensuring compliance with the requirements of the PEFC standard,
- ✓ a commitment to comply with applicable legal and other requirements relating to energy efficiency and energy use and consumption.

The Management Board of Velvet CARE sp. z o.o., in agreeing the provisions of the Integrated Quality, Environmental, Occupational Health and Safety and Product Safety Management System Policy with employee representatives, will ensure that adequate resources and means necessary for their implementation are available so that all employees can be fully involved in achieving the objectives.

The decision to introduce this policy was taken by the Management Board. The policy has been communicated to all company employees and made available to stakeholders.

Klucze, dated 12.10.2022

Artur Pielak
President
of the Management Board

Rafał Curyło
Vice President
of the Management Board