

## INTEGRATED MANAGEMENT POLICY

### Hamburger Hungaria Ltd considers as its fundamental objectives:

- fulfilment of customer requirements to a high standard;
- responsibility for the health and safety of employees, and consistent commitment to social responsibility, the environment and energy efficiency;
- serving the interests of the owner and employees.

### In order to achieve our objectives:

- We operate an integrated management system in compliance with the requirements set out in the international standards ISO 9001, ISO 14001 and ISO 50001, as well as ISO 45001, and Regulation 1221/2009/EC (EMAS);
- Our management system, activities, products and services are continuously monitored and improved;
- In order to achieve goals and targets, we guarantee the necessary information and resources, aiming to apply the best technologies available to us, and to achieve the continuous development achievable via their application, extending to economies of scale, safety, quality, energy efficiency and environmental performance;
- We produce our products by 100% recycling of waste paper, endeavouring to fully satisfy customers' quality requirements;
- We maintain constant and proactive communication with our customers in order to identify their needs as precisely as possible and to provide them with up-to-date and accurate information on the quality and ecological benefits of our products; the services provided to our customers also include technical customer service, logistics and customs administration activities;
- We apply strict requirements to our suppliers and sub-contractors, and constantly monitor and evaluate their performance; we make efforts to purchase energy-efficient products and services;
- In the course of planning our activities and performing our daily work – through the alignment of our financial interests with the requirements of environmental protection – we endeavour to conserve natural resources and follow the principles of energy efficiency and sustainable development, applying a life cycle approach;
- In order to ensure the assertion of customers' interests, environmental protection, energy efficiency, and the health and safety of our employees, partners and visitors, we regularly assess the risks and hazards of our activities and make efforts at continuously reducing these risks via scheduled measures;
- We consider it our fundamental obligation to achieve a high standard of environmental protection and more energy-efficient operation by simultaneously complying with laws and official regulations, and to create, maintain and continuously improve healthy and safe working conditions for our employees and partners. To this end, we have put in place and are continuously improving the necessary monitoring mechanisms in order to enhance the management of emergencies endangering our staff and the environment;
- Our employees are regularly informed of the company's objectives and results, and undergo regular training to improve their expertise, knowledge, commitment and awareness;
- We follow an honest and open information policy towards the population living in the surroundings of the paper mill, the general public, the authorities and various offices in order to establish mutual trust;
- We consult with employees and their representatives, ensuring their involvement in the development, operation and evaluation of management processes.

We are convinced that the consistent application of these fundamental principles is of key significance in efficient business management, the maintenance and strengthening of our market position, and the development of our company.

Dunaújváros, 10 December 2019



Attila Bencs  
General Manager