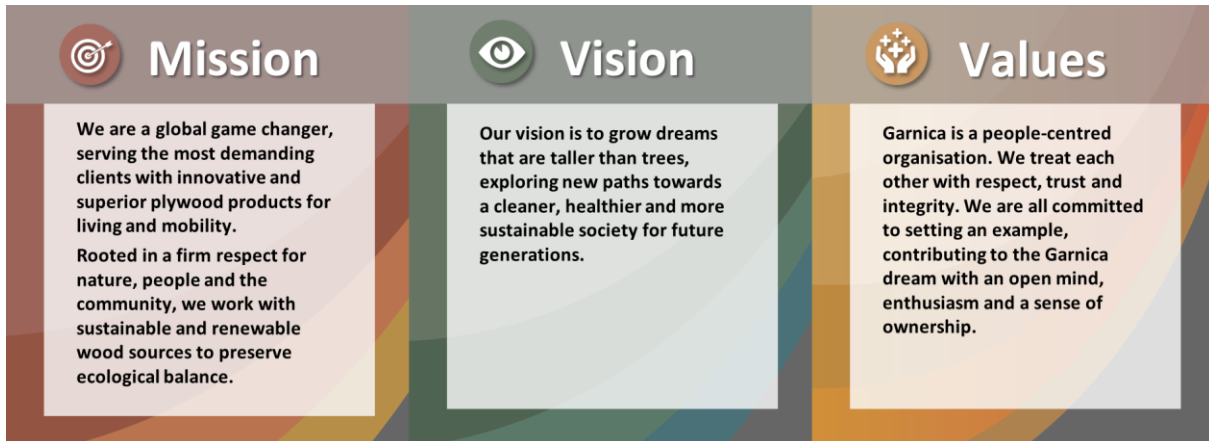


At Garnica, aware that quality, environment, sustainability and health and safety in the workplace are basic pillars in the performance of our business activities, we have implemented an integrated management system, based on the ISO 9001, ISO 14001 and ISO 45001 standards, which includes the design, production and marketing of exceptional plywood for the most demanding clients.



Our integrated management system is guided by this policy document, the commitments of which are listed below:

## **Comply with legal requirements and corporate principles**

We conduct our business activities in accordance with the legal provisions in force and we comply with the applicable requirements in terms of quality, environment, health and safety and/or chain of custody as set forth in the standards to which the organisation has subscribed. We also undertake to contribute to creating an ethical corporate culture that transcends the organisation.

## **Provide safe and healthy working conditions**

We identify and assess hazards in order to eliminate or reduce risks in the performance of the organisation's activities, ensuring that people carry out their tasks pursuant to occupational health and safety standards, so as to prevent injuries and health problems. We maintain an organisational culture that encourages all employees to make a personal commitment to health and safety in the workplace.

## **Exceed client expectations**

We involve the entire organisation in our goal to achieve the full and continuous satisfaction of our clients, meeting their current and future needs.

## **Be a benchmark for sustainability**

We guarantee respect for the environment and the prevention of environmental pollution at every stage in our production process. We view improvement in every phase of the life cycle of our products, the circular nature of our processes, the minimisation of waste and the efficient use of resources such as water, energy and raw materials as fundamental pillars of our strategy.

## **Fight climate change**

We incorporate climate and environmental aspects into our strategy, actively working to reduce our carbon footprint through the use of renewable energy sources, in order to offer products of renewable origin that have a positive carbon footprint, as opposed to less sustainable alternatives. We look to the bioeconomy as a model for protecting the environment, avoiding the overexploitation of natural resources and promoting biodiversity.

## **Commit to sustainable forest management**

We are a driving force for change in the transition towards the use of plantation wood from responsible and sustainable forest management, by using certified and controlled wood that we work with throughout our production process, as part of our commitment to chain of custody standards.

## **Ensure social responsibility**

We are involved in specific programmes that support training both within and outside the company, that seek to improve health, diversity and equality in the Garnica team and to work with local organisations in response to the needs of our society. We contribute to local job creation and to improving the quality of life in rural areas, where our production centres and supply chains are located.

## **Foster a participatory environment**

With people being the cornerstone of our organisation, we provide efficient internal and external communication channels, which allow direct and open consultation and participation with all employees and their representatives, as well as between the various levels of the organisation and other stakeholders.

## **Improve continuously**

We set improvement objectives and ambitious goals, with indicators that enable ongoing performance assessment. This allows us to take the actions required in order to achieve our proposed goals. We are actively involved in research and development for the continuous improvement of our processes and products.

Our senior management assumes this policy as its own, undertaking to promote and disseminate it among all members of the organisation, based on good corporate governance, transparency, integrity and other ethical principles.

*The policy on quality, environment, sustainability and health and safety (POL.6000.ES Rev.03) was approved by the CEO of Grupo Garnica Plywood, S.A.U., Álvaro González, on the 26<sup>th</sup> of November 2024.*