Lucca October 23th 2026

# COMPANY POLICY for Integrated Management System

**OCCUPATIONAL HEALTH SAFETY AND SECURITY – ENVIRONMENT – SOCIAL RESPONSIBILITY**
**QUALITY – PRODUCT SAFETY AND HYGIENE – CHAIN OF CUSTODY – ECOLABEL**
**ENERGY**
**SUPPLY CHAIN SECURITY**

ESSITY PLD Italy S.p.A. – socio unico operates in a national and international context by developing, producing and distributing, PRIVATE LABEL articles of its own distributors, using commercial partners in carrying out their activities.

The team mission of ESSITY Italy PLD S.p.A. – socio unico is to work closely with its customers and business partners to understand their expectations and provide a solid foundation for current and future business initiatives, with a focus on continuous improvement and overall long-term sustainability of all interested parties.

This Policy is also to be considered applied to its contractors as well as to visitors who operate with ESSITY PLD Italy S.p.A. – socio unico both inside and outside its premises.

ESSITY PLD Italy S.p.A. – socio unico establishes and disseminates the Policy for its Integrated Management System_SGI in line with the ESSITY Group's ***Vision***, ***Mission*** and ***Beliefs and Behaviors***, and ethical standards as per the ESSITY Group Code of Conduct for the:

- design, production and marketing of reel tissue paper for the market:
  - Mother Reels_MR
- design and production of finished tissue products for domestic, hygienic and sanitary use for markets:
  - Consumer Tissue_CT Private Label and Professional Hygiene_PH
- marketing of finished tissue products for domestic, hygienic and sanitary use for markets:
  - Consumer Tissue_CT PL_Private Label

ESSITY PLD Italy S.p.A. – socio unico has the primary objective of providing strategies that help identify, respond and mitigate the risks to SECURITY throughout the supply chain.
In this context and for this reason, the protection of its assets: real estate, IT and securities is of vital importance in carrying out its operations in order to achieve its business objectives while respecting and protecting its own and customers' expectations.

The implementation of this Policy is planned, executed and verified by an IMS – Integrated Management System operating according to the following standards:

- OCCUPATIONAL HEALTH SAFETY and SECURITY – ISO 45001
- ENVIRONMENT – ISO 14001
- SOCIAL RESPONSIBILITY – SA8000
- CHAIN of CUSTODY – FSC ® (logo licence code: FSC-C003255)
- CHAIN of CUSTODY – PEFC (logo licence code: PEFC/16-33-1406)
- QUALITY – ISO 9001
- PRODUCT SAFETY and HYGIENE – IFS-HPC
- ENERGY – ISO 50001
- SUPPLY CHAIN SECURITY – ISO 28000
- ECOLOGICAL LABEL – ECOLABEL
- LAW DECREES – DIRECTIVES and REGULATIONS applicable including those applicable to the specific categories of products manufactured and/or marketed

The Company declares and takes the commitment:

- to communicate the Policy and the objectives of the IMS – Integrated Management System to the employees, to customers, suppliers of goods and services, visitors and all the stakeholders
- to spread the principles of the Corporate CoC – Code of Conduct to the suppliers by the GSS – Global Supplier Standard
- to act according to the principles of the Corporate CoC – Code of Conduct concerning programs that involve: health and safety, human rights, business ethics, employee relations and community involvement, data security and its communication
- to tend towards the objectives of:
  - ZERO accidents at work with days lost (LTA – Lost Time Accident)
  - ZERO occupational diseases
  - ZERO fires
  - ZERO environmental incidents
  - ZERO quality / hygiene and product safety / food safety internal and protection of the end consumer incidents
  - ZERO quality / hygiene and product safety / food safety and protection of the end consumer complaints
  - ZERO withdrawals and / or product recalls of any product category
  - ZERO security accidents
  - TO MINIMIZE energy consumption
  - TO PRESERVE natural resources
- to take in consideration the expectations of the stakeholders on defining and setting of objectives, targets and continuous improvement programs
- to provide a healthy, safe, non-discriminatory, collaborative and stimulating work environment based on respect and trust in workers in order to facilitate the achievement of the long-term objectives of the ESSITY Group, both for all our workers as well as for contractors and visitors who work within our units

- to promote the well-being of workers
- to apply the "Life Saving Rules" in all our facilities and the company where health and safety standards must always be followed
- to eliminate hazards and reduce occupational health and safety risks
- to provide a workplace: healthy, safe, non-discriminatory and exciting, based on the respect and trust of the employees with the aim to facilitate the achievement of the objectives of long term of the ESSITY Group
- to consider the prevention the founding principle of its activities concerning its IMS
- to ensure an effective monitoring system of the main aspects related to its activities and recalled by the standards this Policy is applied to
- to provide the human, financial, instrumental, technological and structural resources necessary to achieve the objectives, targets and improvement programs according to the standards this Policy is applied to
- to involve the employees and their representatives (RLS_Rappresentanti dei Lavoratori per la Sicurezza (Workers' safety representatives), RAPPRESENTANTI dei LAVORATORI per la SA8000 (Workers' SA8000 representatives), RSU_Rappresentanza Sindacale Unitaria (unitary trade union representation) of each production units) on the development and the following implementation of improvement programs that involve: safety, corporate social responsibility and environment
- to identify appropriate countermeasures to reduce energy consumption and to increase when it is feasible the use of renewable and alternative resources
- to promote the procurement of products and services efficient for their energy impacts considering the energy consumption as critical criteria on machinery procurement and on design of new process and equipment
- to promote waste prevention
- to develop continuous improvement and along the time programs, based on clear objectives and targets according to the Corporate global strategy of an environmental, corporate social and economic sustainability for every activities concerning its IMS
- to tend to the optimization of company processes to reach the maximum level of efficiency and effectiveness in compliance to its IMS
- to strictly comply with the provisions of European and / or national legislation (decrees, regulations, directives, ...) and / or national collective agreements as well as the agreements signed by the ESSITY Group and / or requested by its customers; however, if the ESSITY and / or its customers' standards are higher, the rule of adopting the most stringent ones will be applied
- to periodically evaluate and review the conformity of the IMS – Integrated Management System to the reference standards, to the company Policy, to the programs and plans
- to train and to make more responsible the employees, managing their skills and professional development
- to develop the company capability to anticipate and to reply to customers/consumers/distributors needs and expectations, proposing products that improve life quality and monitoring their level of satisfaction
- to promote and to maintain quality and product safe culture through training, communication, engagement and ownership of all employees
- to live the principles of the Policy in order to guarantee the maximum degree of protection towards its employees, protecting the tangible and intangible assets of its own property and its customers in order to guarantee the achievement of the business and social objectives that it has set itself
- to pay the utmost attention in the analysis of potential SECURITY risks relating to the entire corporate assets with a view to effectiveness, efficiency and innovation by means of a system that involves all parties involved in the corporate processes
- to define, approve and promote the most suitable corporate policies, procedures, instructions, forms, processes, behaviors and technologies, aimed at guaranteeing the protection of corporate assets, periodically checking the level of effective implementation and undertaking, where necessary, the appropriate countermeasures aimed at remedying any situations of misalignment, non-compliance, maximizing synergies with the country system and with local and national institutions
- to guarantee the maximum involvement of management and stakeholders in order to support corporate decision-making processes in crisis conditions, through effective and timely information flows aimed at guaranteeing business continuity and correct decision-making
- to favor the enhancement, perception and knowledge of safety at all levels, promoting a process of continuous improvement in order to raise the level of overall SECURITY, through correct and informed behavior of all employees and impacting stakeholders
- to support the definition of a SECURITY regulatory body articulated on binding policies, standards and operating procedures for all Company employees and belonging to contractors who work for ESSITY PLD Italy S.p.A. – socio unico
- to use pulp from non-controversial sources, avoiding the five unacceptable FSC categories that cannot be mixed with FSC certified material:

    1) illegally harvested wood
    2) wood harvested in violation of traditional and human rights
    3) wood from forests in which high conservation values are threatened by management activities
    4) wood from forests being converted to plantations or non-forest use
    5) wood from forests in which genetically modified trees are planted

It is given the assignment to the IMS – Integrated Management System Manager to manage the activities to achieve the objective above illustrated, by promoting the active participation and involvement of the employees and by coordinating their contributions and initiatives.

It is responsibility:

- of all ESSITY workers at all levels:
  - to act as role models for health and safety, setting an example, taking care of each other
  - to participate to the necessary trainings for every activity of its IMS
  - to know and to respect all the rules on health and safety at work, policies and procedures to be applied at own workplace
  - to promptly inform own responsible of all unsafe conditions, environmental accidents, safety accidents, quality accidents (here enclosed the minor ones), hygiene accidents, near missed, accidents, fires and onset of fire that could derivate from daily work activities
  - to contribute to the achievement of the objectives taking in account own responsibilities and operating routines as defined by the IMS – Integrated Management System
- of all function, department responsible and supervisor:
  - support the IMS – Integrated Management System, by promoting objectives and targets, managing their achievement for the areas of own responsibility, assuring and verifying the full compliance to the standards, policies, procedures and internal company regulations
- of IMS – Integrated Management System Manager to publish on the defined intranet the Manual, the Policy, the Procedures and Instruction, to ask the editing of process procedures and operating instruction to the process owners, to coordinate the internal audit; to prepare a periodical report to the Board of Directors on the performance of the IMS – Integrated Management System ; to verify the correct implementation of all instruments of the auto-control system, here enclosed the improvement proposals.

This Policy is consistent with the:

- Risk, Environment, Safety and Health (RESH) Policy (RESH GPOL-37984)
- Global Sustainability Policy – GPOL-00382

in the current revision published on the company's internal portal: Essity Global Management System.

This Policy is made public and disseminated through:

- internally by publication on the corporate IT network
- externally by publication in the “SOSTENIBILITA’ >>> BILANCI e CERTIFICAZIONI >>> CERTIFICAZIONI e POLITICA INTEGRATA” section of the Italian institutional website: www.essity.it

and will be subject to review on the occasion of the Management Review with any confirmation of validity or its updating.

The Policy will be reviewed during the periodical Management Review when it will be confirmed or updated as necessary.

The Board of Directors of ESSITY PLD Italy S.p.A. – socio unico

Valentina Trombetti
Operations Director PL_Private Label Italy



Matteo Barbiere
Commercial Director CT_Consumer Tissue PL_Private Label Italia

