BHB | Betanzos Hardboard

INTEGRATED MANAGEMENT SYSTEM POLICY

Betanzos HB has established an Integrated Management System encompassing Occupational Health and Safety, Environmental Protection, Energy Management, Chain of Custody of Wood, and Quality. Through this system, the organization commits to:

- **Safeguarding fundamental labor rights** by upholding the abolition of child labor, the elimination of forced or compulsory labor, the eradication of discrimination in employment and occupation, the protection of freedom of association, and the effective recognition of the right to collective bargaining.
- **Ensuring compliance** with all applicable legislation governing our activities, processes, products, and services, including those related to energy efficiency, energy use and consumption, as well as other requirements agreed upon with clients and stakeholders.
- **Driving continuous improvement** by establishing measurable objectives and targets to evaluate performance, allocating the necessary resources, and striving to meet the expectations of all stakeholders, with a focus on:
  - Delivering high-quality products and services to our customers.
  - Preventing pollution and minimizing the consumption of natural resources and energy.
  - Guaranteeing safe and healthy working conditions for employees and all individuals operating in or visiting our facilities, through the elimination of hazards and reduction of risks to prevent accidents, injuries, and occupational diseases.
- **Promoting efficient energy use and conservation** by implementing new technologies, enhancing existing practices, and supporting the procurement of energy-efficient products and services to continuously improve energy performance.
- **Reducing environmental impact** from our operations at both the local and global level.

Grupo HTP GLOBAL

- **Ensuring the sustainable use of natural resources**, including those sourced from forests. To this end, Betanzos HB declares that it is not directly or indirectly involved in:
  - Illegal logging or trade of forest products.
  - Violations of human or customary rights within the forestry sector.
  - Destruction of High Conservation Value forests or areas.
  - Conversion of natural forest cover.
  - The use of genetically modified organisms in forestry operations, except for research purposes.
  - Violations of workers' rights as defined by the ILO Declaration on Fundamental Principles and Rights at Work within the forestry sector.

Whenever there is uncertainty regarding the origin of material supplies, Betanzos HB will reject their acceptance.

Additionally, the organization is committed to:

- **Providing training and information** to employees, fostering consultation and active participation, and strengthening relationships of mutual respect and trust with all stakeholders.
- **Ensuring transparency** by making relevant information accessible to interested parties.

The achievement of these commitments requires the effective communication of this Policy throughout the organization, as well as full understanding and support from all personnel. This Policy, publicly available, will be periodically reviewed to ensure its continued relevance and alignment with the organization's objectives.

Issued by:

Jose Manuel Vilasuso

Plant Manager

Date: 23/04/2025

CIF: B-87155768 ▸ Ctra. Betanzos-Santiago, Km 3 ▸ 15300 Infesta-Betanzos ▸ A Coruña-Galicia ▸ +34 981 77 98 00 ▸ betanzoshb.es