

	INTEGRATED SYSTEM MANAGEMENT POLICY VEMO TRADE d.o.o.	CODE:	VT-IMS-OB-5.2-1
		DATE:	2026-04-02
		VERSION:	3/E

MANAGEMENT POLICY

Focusing on stakeholders' needs and expectations in terms of product quality, health, product safety, employee safety and welfare, environmental responsibility, contribution to forest conservation, openness, and social sensitivity to the local and broader community are the most critical values according to which VEMO TRADE d.o.o. measures and determines its overall performance in the production and sale of paper bags. The company's basic policy is sustainability, continuous business development with the satisfaction of employees and other stakeholders, and responsible behaviour towards the environment.

We are committed to the following:

- Compliance with applicable legal requirements, including legal requirements in environmental protection, health & safety at work, working conditions and human rights.
- Continuous improvement of working conditions with the aim of protection against diseases and reduction of injuries at work
- Our activities are compliant with the standard requirements: ISO 9001, ISO 14001, ISO 45001, and FSC STD-40-004 CoC.
- Environmental pollution prevention through a proactive approach to reducing waste and emissions.
- Continuous improvement of performance indicators under the needs and expectations of stakeholders in terms of environmental protection, product safety, health and safety of employees and the quality of products and services
- Raising the awareness of employees and customers for the sustainable management of natural resources and our contribution to reducing climate change

To achieve, maintain and strengthen the values of our commitments, we commit ourselves continuously:

- Manage our processes and materials.
- Improve the efficiency of the use of natural resources.
- Ensure that all employees and external suppliers work safely, use appropriate personal protective equipment, and know their responsibilities and the consequences of their activities.
- Employ professional and ambitious staff with the opportunities and obligations to continuously develop and improve, identify hazards, assess, eliminate, and reduce risks.

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- Encourage and enable our suppliers and other stakeholders to follow our values.
- Develop and implement solutions that fully support the requirements and needs of customers and other stakeholders.
- Set ambitious, measurable, and achievable environmental goals, health and safety, product safety and quality. Work on employee satisfaction and improving working conditions through dialogue with employees.
- Continuously meets the requirements in the food supply chain as a manufacturer of food packaging
- Incorporate FSC-approved raw materials into our products, which promotes the environmentally responsible, socially beneficial, and economically sustainable management of forest resources.
- VEMO TRADE d. o. o. guarantees that it is not and will not be connected (independently or through its suppliers) with any of the following activities:
 - Illegal logging, sale of illegal wood or forest products
 - Non-compliance with traditional or human rights in forestry or the wood processing industry
 - Destruction of protected areas in forestry
 - Exploitation and conversion of forests for agriculture or any other non-forestry purpose
 - Introduction and use of genetically modified organisms in forestry
 - Violation of ILO conventions, legislation or other regulations concerning forestry, wood processing industry, environmental protection, and human health
- Also, VEMO TRADE is committed to complying with the FSC basic work requirements as listed in point 7 of the FSC-STD-40-004 V3-1 standard:
 - Rights and obligations established by national law.
 - Not using child labour in accordance with national legislation
 - Elimination of all forms of forced and compulsory labour
 - No discrimination in employment and occupation

 The paper bag expert.	INTEGRATED SYSTEM MANAGEMENT POLICY VEMO TRADE d.o.o.	CODE:	VT-IMS-OB-5.2-1
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- Respect the freedom of association and the actual right to collective bargaining

Koprivnica, April 2026

Director

Nenad Blagus