



Sustainability Policy

Lecta

March 2024

At Lecta we understand the critical role we play and have played for several decades now in the pulp and paper industry and acknowledge our responsibility to operate sustainably. Our commitment to sustainability is integral to our business strategy, guiding our actions to minimize environmental impact, promote social responsibility, and ensure economic viability. Through this policy, we affirm our dedication to sustainable practices and pledge to continually improve our performance in these areas.

1. Environmental Responsibility

- **Resource Efficiency:** We optimize our use of natural resources, including water, energy, and raw materials, to minimize waste and reduce our environmental impact.
- **Sustainable Sourcing:** We implement a supplier homologation process to ensure our suppliers are complying with our requirements on Quality, Delivery, Economic, Ethics, Social and Environmental goals.
For wood fiber in particular, we are dedicated to sourcing from responsibly managed forests, prioritizing suppliers with Forest Stewardship Council® FSC® C011032 and Program for the Endorsement of Forest Certification PEFC, or similar certifications to promote biodiversity conservation and support local communities.
- **Emissions Reduction:** We implement state of the art technologies and processes to reduce emissions of greenhouse gases, air pollutants, and wastewater, striving for continuous improvement in environmental performance.
- **Pollution Prevention:** We implement measures to prevent pollution and minimize emissions to air, water, and land through the adoption of robust environmental management practices.

2. Social Accountability

- **Health and Safety:** We are committed to providing a safe and healthy work environment for all employees, contractors, and visitors, fostering a culture of safety through training, risk assessments, and proactive hazard mitigation.
- **Labor Standards:** We uphold the fundamental principles of human rights, fair labor practices, and equal opportunities, ensuring compliance with relevant labor laws and standards in all our operations.
- **Protection Against Harassment:** We have zero tolerance for harassment of any kind and are committed to providing a workplace free from

discrimination, bullying, and harassment. We have in place clear policies, procedures, and training programs to prevent and address instances of harassment promptly and effectively.

- **Child Labor:** We unequivocally prohibit the use of child labor in all our operations and supply chains. As European based company, we are continuously ensuring that no underage workers are employed, and we request our suppliers located outside of Europe to ensure child labor is also prohibited in their company.
- **Community Engagement:** We engage with local communities, and other stakeholders to contribute to local development, listening to concerns, addressing some of them whenever possible, contributing positively to social development through education, healthcare, and infrastructure projects.

3. Economic Resilience

- **Operational Efficiency:** We are striving for operational excellence, optimizing production processes, and supply chain management to enhance productivity, reduce costs, and maximize resource utilization while minimizing environmental impact.
- **Innovation and Collaboration:** We invest in research and development to drive innovation in sustainable fiber-based product design, manufacturing techniques, and business models, collaborating with industry partners, academia, national and international paper associations and government agencies to accelerate progress towards our sustainability goals.
- **Long-Term Value Creation:** We adopt a long-term perspective in strategic planning and decision-making, balancing short-term financial objectives with the need to create enduring value for our shareholders, employees, customers, and society as a whole.

4. Transparency and Accountability

- **Stakeholder Engagement:** We maintain open and transparent communication with all stakeholders, actively seeking their input, feedback, and support in our sustainability efforts, and reporting regularly on our progress towards our goals.
- **Governance and Compliance:** We adhere to the highest standards of corporate governance, ethics, and compliance, ensuring integrity and accountability in all our business practices, and disclosing relevant

information to stakeholders in a timely and accurate manner.

- **Continuous Improvement:** We regularly review, assess, and revise our sustainability policies, objectives, and performance indicators to ensure their effectiveness and relevance in a rapidly changing world, striving for continuous improvement in our environmental, social, and economic performance.

Our Commitment

At Lecta, sustainability is not just a commitment; it is a core value that guides our decisions and actions every day. By embracing the principles outlined in this policy and working collaboratively with our stakeholders, we are dedicated to building a more sustainable future for generations to come.

The Sustainability Policy

- is based on the Universal Declaration of Human Rights, the Convention of the International Labour Organizations and the Ten Principles of the United Nations Global Compact
- applies to all premises and any country where Lecta is operating activities
- applies to all Lecta's employees, suppliers, contractors and third parties involved in activities with Lecta
- requires Lecta to report transparently on sustainability performance

Lecta's Code of Ethics is the reference point to guide on behaviors.

Any deviation must be reported through the dedicated whistle blowing channel:

whistleblowing@lecta.com

United Nations Sustainable Development Goals

Lecta is member of the United Nations Global Compact since 2011, contributing actively through the 2030 Sustainability Roadmap to 11 of the United Nations Sustainable Development Goals (SDGs).



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Chief Executive Officer Lecta Group

Gilles Van Nieuwenhuyzen