

# Quality, Health, Safety and Environment (QHSE) Policy of the TESEM Group

## Our Vision

TESEM intends to be acknowledged as a QHSE industry leader in Luxury Packaging Sector providing innovative solutions meeting the needs of our customers in line with the global principles of Sustainable Development, Responsible Care and Quality Management Systems.

## Our Principles

We conduct our businesses with respect and care for the environment and without compromising the health and safety of people, whether employees, customers or citizens around the world.

We continuously improve our business processes while meeting or exceeding legal or regulatory requirements and appropriate international standards.

We provide high quality products and services to make our customers successful and add value to our business. We provide an environment for open and transparent communication of QHSE matters involving stakeholders.

We recognize that the skills and involvement of our employees are essential for understanding and fulfilling the needs of our company and customers.

We provide the necessary resources to achieve our vision.

## Our Commitment

In order to follow these principles TESEM will:

- Integrate QHSE into the business strategies and processes.
- Manage QHSE effectively by developing, implementing and maintaining a best practice, process oriented, integrated management system.
- Assess and manage the QHSE risks of the business throughout product life cycle and the environmental impacts.
- Measure QHSE performance and develop annual and long term QHSE objectives to achieve continuous, sustainable improvement.
- Verify compliance with internal and external requirements through audits and strive for compliance with international standards such as ISO 9001, ISO 14001 or OHSAS 18001.
- Address QHSE issues and their impact on practices, processes and products to align our business with customer and public expectations.
- Promote QHSE awareness and enhance confidence of internal and external stakeholders in our business.
- Hold every employee accountable for their commitment to our principles.

Because we regard QHSE the most important, the CEO is considered the head of the QHSE in TESEM.

Torelló, February 2018.

**Albert Sala**  
Chief Executive Officer

