



## MANAGEMENT SYSTEM POLICY

MMP Neupack Polska Sp. z o.o. as a manufacturer of solid and laminated cardboard packaging, meets the needs and requirements of its stakeholders in accordance with the legal provisions applicable to the organization, the principles of best hygiene, production, environmental and health and safety practices, ethical principles, information security requirements and conduct of the MM group and the principle of sustainable development.

**The primary goal of MMP Neupack is to enable people to live a better life on a better planet. Our mission is to be a leader in consumer packaging produced based on renewable raw materials for medium and large international producers in the FMCG sector.**

Taking into account internal and external factors, we strive to achieve our goal and our mission based on four pillars:

- We invest in talents and leading technologies to drive growth.
- We create innovative solutions to replace plastic in packaging.
- We serve our customers' needs with expertise and passion.
- We ensure the best-in-class efficiency of our operations.

Our values are:

- **Responsibility** understood as credibility and reliability, which we ensure by cultivating entrepreneurship and constantly improving professional qualifications.
- **Passion** defined as above-average commitment and determination in completing tasks.
- **Cooperation** manifested in process thinking, supported by the idea of teamwork.
- **Focus on results** achieved by combining the dynamics of action with high efficiency of work performed.

We are a trustworthy partner thanks to the stable quality of the product manufactured in conditions that guarantee the hygienic safety of our packaging. The safety of our employees is our priority, which is why we strive to eliminate threats and reduce the risks related to the work they perform. Thanks to the use of modern production technology, we prevent pollution and minimize our impact on the environment, thereby acting in the interests of important interested parties. In addition, we guarantee to relevant interested parties that we ensure the security of the data they provide.

Top management undertakes to demonstrate compliance of the product's management and hygienic safety systems with the applicable organizational health and safety, environmental protection, information security and industry regulations, including the production of packaging for the food sector, as well as with the requirements and expectations of customers and other important stakeholders. It is also committed to continuous improvement of systems and the culture of safety and product quality.

Top management is committed to continuous improvement, with particular emphasis on quality, product hygiene, information security, occupational health and safety, and the natural environment. Key organizational decisions are consulted with employee representatives.

Management system objectives are established during the review of the integrated management system.

The above policy is known to all company employees, communicated to contractors and available to important interested parties.

Bydgoszcz, 26.05.2025

MMP Neupack Polska Sp. z o.o.  
Równa 2, 85-846 Bydgoszcz  
Managing Director -  
Microflute & E-Commerce  
*Jakub Piątkowski*

MMP Neupack Polska Sp. z o.o.  
Członek Zarządu  
Dyrektor Operacyjny  
*Filip Krajewski*

MMP Neupack Polska Sp. z o.o.  
Równa 2, 85-846 Bydgoszcz  
Board Member  
*Sławomir Dymarkowski*