



Sustainability Policy

June 2026

At Garda Group 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 the 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 Environment.
For wood fiber, 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.
- **Circular Economy:** We embrace the principles of the circular economy, seeking opportunities to reuse, recycle, and recover materials throughout our value chain to minimize waste and promote resource conservation.

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.
- **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 policy, 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 Garda Group, sustainability is integrated into our decision-making processes and daily operations. We apply the principles outlined in this policy to manage our environmental impacts, set measurable objectives, and monitor progress over time. We collaborate with our stakeholders across the value chain to implement these practices and improve performance, with the aim of contributing to long-term environmental and social sustainability.

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 Garda Group operates activities
- applies to all Garda Group's employees, suppliers, contractors and third parties involved in activities with Garda Group
- requires Garda Group to report transparently on sustainability performance.

Garda Group's Codes of Ethics are the reference point to guide on behaviors.

United Nations Sustainable Development Goals

Garda Group, as part of Lecta, has been 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 Garda Group

Corrado Lignana