



# Sustainability Policy

Ontex is a leading supplier of high-quality personal hygiene products and services, and the partner of choice for a large number of consumers, retailers, lifestyle brand partners, institutional and private healthcare providers globally, with a strong commitment to corporate responsibility and sustainability.

We adopt the common definition of sustainability as *“development that meets our present needs without jeopardizing the ability of future generations to meet their needs.”*

We believe that sustainability is the compass that guides us and the driving force behind a process of mutual value creation in harmony with our stakeholders, striving for continuous improvement and having a positive impact on the environment<sup>1</sup>, society and the economy along **our value chain**.

Ontex understands the importance of maintaining a balance between the current environmental challenges we all face, and a growing demand for more sustainable products that promote circular and climate-friendly solutions for preventing and reducing pollution.

We also recognize the importance of natural ecosystems such as forests and woodlands in climate change, and we acknowledge the potential impacts our operations might have on them. With this policy we aim, amongst other, to contribute to the global efforts of reducing and preventing deforestation and nature degradation, as well as to protect the environment and biodiversity.

In addition, we strive to create a positive socio-economic impact by providing a healthy, safe, and fair environment for all employees working on behalf of the Ontex Group and by respecting the interests and rights of all local communities in which we operate, and which we directly or indirectly impact.

Our shared commitment is to integrate **sustainability** into all aspects of Ontex's activities. Therefore, we are committed to ensuring the following:

- 1. To be compliant with mandatory and voluntary sustainability obligations at all times**
  - Compliance with the legal and regulatory obligations on environmental and social sustainability at the minimum, with the aim of going beyond them and not limiting related sustainability ambitions.
  - Compliance with applicable environmental and social responsibility management systems, chain of custody for bio and recycled materials, and requirements of applicable third-party certifications and trademarks.
  - Align our goals with the Sustainable Development Goals of the United Nations and other sustainability commitments and frameworks, and actively contribute to the achievement of these goals.
- 2. To create a fully integrated sustainability approach, taking into account stakeholder interests and potential risks**
  - Implement an integrated management systems approach aimed at assessing our sustainability performance, identifying, analyzing and managing associated risks, and taking appropriate actions. This approach will include the following key elements:

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<sup>1</sup> The term “environment(al)” used hereinafter, also encompasses energy

**a. Social responsibility**

- Respect human rights, align our business operations with ethics and compliance principles, and promote diversity, equity, and inclusion.
- Promote sustainability throughout the value chain, leveraging synergies and considering the interests of all stakeholders<sup>2</sup>, actively and regularly engaging with them to identify key focus areas that have a significant impact or that could substantively influence their assessment or decisions.

**b. Environmental responsibility**

- Minimize our environmental footprint by developing, evaluating, and promoting sustainable product and packaging solutions and related project initiatives.
- Promote conscious and responsible use of energy, including the use of renewable energy sources, and support energy-efficient production processes, engineering (machines, equipment, buildings), design activities, and procurement.

**c. Safe work environment**

- Strive for zero accidents and occupational diseases through prevention and awareness by reporting near misses and monitoring employees themselves, and proper maintenance of equipment and facilities.

**d. Sustainable supply chain and due diligence**

- Incorporate sustainability criteria into supply chain selection and evaluation.
- Conduct required due diligence, consider sustainability risks and opportunities, mitigate or avoid potential risks, and take advantage of opportunities<sup>3</sup>.

**3. To focus on continuous improvement and full transparency**

- Continuously improve our performance and management systems by systematically prioritizing preventive, over corrective, actions.
- Establish, monitor, and regularly revise a sustainability strategy with Specific, Measurable, Attainable, Relevant and Timely goals and key performance indicators, and actively communicate our progress internally and externally.
- We are transparent, and create internal and external awareness through communication, promotion, training, and development of the necessary tools and processes.

All of our employees understand this policy and contribute directly to its successful implementation at all levels of our organization. Sufficient resources will be allocated, and an efficient governance system for sustainability has been established, to ensure that the outlined commitments can be fully met.

**Approved on 22.02.2023 by:**  
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<sup>2</sup> Including but not limited to customers, consumers, employees, investors, suppliers, communities, and NGOs

<sup>3</sup> For further information please refer to the Ontex Supplier Code of Conduct, Ethical Sourcing Requirements, and Sustainable Sourcing Policy for Renewable Raw Materials