


INTEGRATED CONTROL MANUAL 1. version 2024.03.01.	
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SUSTAINABILITY AND INTEGRATED MANAGEMENT POLICY

RotaPack Zrt. is committed to sustainable operations, social responsibility, ethical business conduct, and quality, environmentally friendly, and safe work. During our operations, we pay special attention to adhering to the principles of the SMETA 4 pillars, compliance with applicable legislation, and relevant management standards. It maintains and continuously develops its integrated management system in accordance with the requirements of **MSZ EN ISO 9001:2015, MSZ EN ISO 14001:2015, and MSZ ISO 45001:2018 standards**, meeting customer and applicable mandatory and regulatory requirements.

Our Company takes responsibility for the development of processes and, for this purpose, strives to explore risks and opportunities, apply the process approach in practice, and make decisions based on evidence. When managing its relationships, RotaPack Zrt. Pays attention to the integrated management system development initiative of all actors in the life of the Zrt. and encourages our partners to develop together.

The Zrt. complies with and enforces **local and international labor regulations**. We reject child labor, forced labor, and any form of discrimination. We support trade union rights, fair wages, and fair working hours.

Accordingly, the integrated management goals of the Company must meet the expectations and needs of interested parties, taking into account environmental factors and supporting the Zrt.'s strategic direction. The professional reputation of RotaPack Zrt. Ensures the lasting trust of our partners, as well as the continuous preservation and improvement of our quality capabilities and competitiveness. The constant development of the technical and quality parameters of our service activities, the continuous training of our employees, is a reliable basis for the full fulfillment of customer needs and expectations.

Our quality management system is based on the requirements of the MSZ EN ISO 9001:2015 standard. We optimize our processes for customer satisfaction and continuous improvement. We are committed to error prevention, continuous development, and the accurate fulfillment of customer needs.

For RotaPack Zrt., taking into account occupational health and safety aspects is an inseparable part of our economic decisions. The senior management of our company is committed to the personal and material conditions of healthy and safe work. The aim of our occupational health and safety management system, developed in accordance with the **MSZ ISO 45001:2018 standard**, is to prevent occupational accidents and health injuries. We ensure a safe working environment with regular training, risk assessment, and protective measures. Our goal is to create the most modern technical standards, to ensure safe and healthy working conditions that meet the intentions, size, and environment of the organization, as well as the risks and opportunities of the integrated management system. The company is committed to continuous quality and environmental development in order to increase environmental performance, all while maintaining increased occupational safety. The company is committed to protecting its environment, including the prevention of pollution. The aim of our environmental management system, which complies with the **MSZ EN ISO 14001:2015 standard**, is to minimize resource use and environmental impact. We continuously measure and reduce our environmental footprint: energy and water consumption, waste generation, and emissions.

In our ethical business operations, we apply zero tolerance to corruption, bribery, fraud, and all other unethical behavior. **Our code of ethics is binding on all our employees and partners.**

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We expect **our suppliers** to adhere to the above principles – especially human rights, occupational health and safety, environmental protection, and ethics. We support the development and compliance of our suppliers through regular audits and partnership cooperation. RotaPack Zrt. Attaches strategic importance to supplier relationships, as they play a key role in the quality of our products and services, in achieving sustainability goals, and in implementing ethical and safe operations.

Our Company expects our suppliers to:

- Comply with applicable laws, in particular those relating to labor, health and safety, environmental protection, data protection, and competition.
- Respect human rights and be committed to combating practices such as forced labor, child labor, harassment, discrimination, or any unfair treatment.
- Provide a safe and healthy working environment for their employees.
- Demonstrate ethical business conduct, with particular regard to combating corruption, bribery, fraud, and conflicts of interest.
- Strive for environmental responsibility, in particular in the efficient use of resources, waste management, and the reduction of harmful emissions.

We treat our suppliers as partners and provide them with support in developing their sustainability and compliance levels – including consultations, training, and the possibility of joint projects. Our company builds long-term, reliable, responsible, and sustainable supplier relationships that contribute to the continuous improvement of quality, safety, environmental performance, and ethical operation.

RotaPack Zrt. Carries out manufacturing activities and provides services in which the expertise, system knowledge, and competence of its employees play a prominent role. The development of the Company is based on the training, qualification, and professional knowledge, dedication, and competence of its employees. Accordingly, it complies with environmental and occupational safety, labor and employment law regulations, legal, and other requirements. It does everything to eliminate hazards, reduce integrated management risks, and continuously develop the integrated management system, and to this end, it pays extensive attention to consultation and participation with employees and their representatives. We regularly assess our performance and set goals for improving our management systems. We promote open communication and support employee and partner engagement. We communicate transparently about our sustainability goals and results

This policy applies to all our employees, managers, partners, and suppliers. It is reviewed at least annually and updated in the event of legal or operational changes.

Date: Szeged, 1 October 2025.

Ferenc Kajtár
CEO