

Paptic's Quality Policy

December 2022

Paptic works to replace fossil plastics in packaging with sustainable, recyclable, and circular solutions to decrease the use of fossil raw materials. We exist because the world needs better packaging.

Our Quality Policy demonstrates Paptic's commitment to quality. Quality Policy sets principles for Paptic's operations and determines objectives for quality management and related management systems in order to ensure effective processes and activities to meet customers' and other stakeholders' expectations.

- **Leadership and engagement** – in addition to the strong commitment and encouragement of management, we believe quality is made by each of us – everyone is needed. We take an open and inclusive approach to quality; everyone's ideas, improvement suggestions and observations are valued, listened to, evaluated, and the relevant observations are put into action. Paptic's quality is made by Paptic people.
- **Customer focus** – we actively communicate and collaborate with our customers to understand and fulfil their expectations as a reliable partner. We develop our internal operations, processes, and Paptic materials to serve customers well, efficiently and in a harmonised way. Paptic provides its customers and other stakeholders with reliable data and transparent communications.
- **Continuous improvement** – we continuously improve our processes and quality management system. We have a process with internal and external auditing practices in place, and we are always striving to improve.
- **Compliance** – we comply with applicable legislation.

Paptic's Quality Policy is based on our Code of Conduct. This Policy is applicable to all Paptic employees, and to anyone working or acting on behalf of Paptic.

In Espoo, Finland
21 December 2022



Tuomas Mustonen, CEO

Quality Policy Governance

Paptic's Quality Policy is based on our Code of Conduct, and it is supported by our other policies and guidelines. Our policies are revised every other year, or more frequently as needed. Our policies are approved by the Board of Directors and signed by company CEO. This Policy is applicable to all Paptic employees, and to anyone working or acting on behalf of Paptic.

Responsibility	Responsible position
Policy owner	Head of Quality and Product Safety
Policy author	Quality in collaboration with Communications
Policy review	Management Team
Policy approval	Board of Directors; the Policy signed by CEO
Implementation of the policy	The Policy Owner is responsible for general company-level implementation