

INTEGRATED QHSE POLICY ESKA

Our Commitment

At Eska, sustainability, quality, health & safety, and environmental responsibility form the foundation of everything we do. As a global leader in premium recycled solid board, we continuously enhance our operations to create high-quality, sustainable identity materials that deliver value for our customers, our employees, and the planet.

Eska's long-standing philosophy, "quality with conscience", guides our commitment to operate responsibly, innovate continuously, and shape a sustainable future.

We implement and maintain an Integrated Management System (IMS) aligned with relevant ISO standards and legal, regulatory, and stakeholder requirements. This system ensures consistent performance in Quality, Health & Safety, Environment, and Energy (QHSE), supports our strategic direction, and drives continual improvement.

Our Principles

1. Quality Excellence

We are committed to delivering products that meet the highest quality requirements through responsible sourcing, advanced production methods, and rigorous process control. Eska's long heritage of craftsmanship and innovation ensures that our materials remain industry benchmarks for performance, aesthetics, and sustainability.

To maintain excellence, we:

- Apply risk-based, customer-focused quality management processes.
- Ensure product conformity through systematic controls and continuous monitoring.
- Encourage innovation across all sites, following Eska's long tradition of pioneering identity materials.

2. Environmental Stewardship

Eska is committed to minimizing environmental impact, safeguarding natural resources, and contributing to the circular economy. Almost all raw materials used consist of recycled fibers. In addition, operations use a closed water system (at the Hoogezand site) and processes that generate minimal waste.

To extend our frontrunner position we:

- Reduce our carbon footprint by improving energy efficiency and increasing the use of renewable energy.
- Continuously decrease emissions, wastewater intensity, and waste generation.
- Promote zero-waste principles and circularity throughout our value chain.
- Protect biodiversity and minimize environmental risks throughout operations.



3. Health & Safety First

The safety, health, and wellbeing of our employees and visitors are paramount. We promote a Behaviour-Based Safety (BBS) culture and invest in safer equipment, processes, and training.

To protect the wellbeing of our workers we:

- Provide safe, healthy, and ergonomic working conditions to prevent injuries and occupational diseases.
- Evaluate and eliminate hazards and reduce risks through proactive safety management.
- Implement standardized safety programs across all mills.
- Encourage open reporting, participation, and consultation with all employees.

4. Responsible Energy Use

We continuously upgrade technologies to reduce energy consumption and improve energy efficiency.

To protect local and global climate, we commit to:

- Expanding renewable energy solutions, such as Waste-to-Energy systems and high-efficiency energy generation equipment.
- Increasing the share of renewable electricity.
- Investing in low-carbon logistics solutions, such as hydrogen-powered transportation.

5. Continuous Improvement & Stakeholder Engagement

CI is integral to our IMS. We monitor performance indicators, review processes, set measurable objectives, and promote a culture of learning and innovation.

We actively express our obligation to:

- Allocate sufficient resources to maintain and enhance the Integrated Management System.
- Provide structured training, communication, and development opportunities, supporting employee empowerment and advocacy.
- Strengthen collaboration throughout the value chain to support circularity and sustainable transformation.
- Maintain transparent communication with customers, suppliers, authorities, and stakeholders.

Governance and Review

This policy is endorsed by Eska's management and aligned with the company's governance systems, sustainability strategy, and ethical principles.

It is:

- Communicated with all employees and relevant stakeholders.
- Publicly available.
- Reviewed periodically to ensure ongoing relevance, compliance, and effectiveness.

Sappemeer, 04-05-2026

Eric Hisken
Director Eska

