

PRODUCT SAFETY AND QUALITY CULTURE POLICY



At FORMIKA, we believe that the quality and safety of our products are a direct reflection of our organizational culture — built on engagement, responsibility, and continuous improvement. We create packaging that not only meets customer expectations and legal requirements, but also builds trust in our brand.

Our actions are based on the principles of a systematic quality management approach, in compliance with ISO 9001 and the BRCGS Packaging Materials standard.

We are committed to acting in accordance with established standards, legal regulations, and other obligations, including agreements made with our customers.

A Culture Based on Engagement and Responsibility

We have implemented and maintain a clear plan for developing a strong product safety and quality culture. We believe that increasing employee awareness and engagement directly contributes to the high quality of our products.

For this reason, we are committed to supporting the development and well-being of our team — we listen to their needs, monitor engagement levels, and take actions that strengthen the values of our culture, which is built on trust, collaboration, and a partnership-based approach.

We care about developing our employees' competencies — both technical and managerial — and about creating a work environment that fosters autonomy and initiative. Every team member is familiar with production requirements, understands the importance of Good Practices, and recognizes how the work environment affects product safety and quality. We encourage proactive improvements through our employee initiative program.

Our operational meetings are based on the principle of a decision-making pyramid — information flows from frontline employees to team leaders, while management decisions are communicated down through the organization.

Regular meetings at all levels enable ongoing monitoring of key indicators, execution of strategic objectives, and swift responses to deviations.

Our key priorities include hazard identification, risk assessment, implementation of prerequisite programs (PRPs), and the establishment of control points.

We regularly conduct internal audits, inspections of Good Manufacturing Practices (GMP) and Good Hygiene Practices (GHP), traceability tests, withdrawal simulations, and technical infrastructure reviews — all to ensure compliance with requirements and to identify areas for improvement.

We invest in modern control technologies — including AVT and EyeC systems — which support the quality and safety of our packaging.

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We have established a Continuous Improvement Department that promotes a lean culture through LEAN Promotor workshops and the implementation of tools such as work standardization, visual management, SMED, TPM, 5Why, and Ishikawa diagrams. These activities support waste elimination, process optimization, and increased organizational efficiency. As an organization, we are committed to the continuous improvement of the effectiveness of our Integrated Management System, treating quality and safety as the foundation of our competitive advantage.

We work with reputable and reliable suppliers who provide raw materials that meet the highest quality and regulatory standards. All suppliers are evaluated annually in terms of quality, compliance, and sustainability. Our partners implement emission reduction measures in their own facilities or require such actions from their suppliers, contributing to the reduction of FORMIKA's carbon footprint.

We care about the environment, treating it as an integral part of our organizational culture. We strive to minimize the impact of our operations on the planet – both in day-to-day activities and long-term strategic decisions.

We produce packaging in line with the principles of the European Green Deal, using monomaterials and raw materials containing recycled content.

Together with our suppliers and customers, we reduce packaging waste by minimizing its mass and volume.

We regularly measure our carbon footprint and take action to reduce it. Our efforts include improving the energy efficiency of production processes, purchasing renewable energy (RES) from our partner Formika Green Energy, and collaborating with suppliers who implement reduction measures within their own operations or require them from their subcontractors.

The company's Management Board declares that the principles of this Policy are communicated, understood, and followed by all employees.

The Management Board takes full responsibility for providing the necessary human and financial resources to ensure the effective implementation of this Policy.

Brwinów, 31.01.2025