



PackMentor Environmental Statement and ISO 14001 Guidelines

1. Policy Statement and Commitment

PackMentor is committed to environmental stewardship and the prevention of pollution across all our operations. We recognize the profound impact the packaging industry has on natural resources and are dedicated to minimizing our environmental footprint and driving the transition toward a circular economy.

Our Environmental Management System (EMS) is guided by the principles of **ISO 14001:2015**, serving as a framework for continuous improvement in our environmental performance, even as we work toward full certification.

2. Scope and Application

This policy applies to all activities, products, and services within PackMentor's influence, including:

- The specification, design, and sourcing of packaging materials.
- Warehouse and logistics management.
- Business administration and procurement processes.

This policy requires compliance from all employees, contractors, and suppliers working on behalf of PackMentor.

3. Core Environmental Commitments

3.1 Compliance Obligations

We commit to identifying, understanding, and complying with all relevant environmental legal requirements, regulations, and other voluntary requirements to which PackMentor subscribes (e.g., customer environmental standards).



3.2 Pollution Prevention

We commit to protecting the environment, including preventing pollution. This involves:

- Responsible management and disposal of all operational waste.
- Minimizing or eliminating hazardous material use in accordance with regulatory requirements (e.g., REACH).
- Implementing best practices to prevent leaks, spills, and accidental discharges into the environment.

3.3 Resource Efficiency and Sustainability

We commit to optimizing the use of natural resources and promoting the adoption of sustainable packaging materials:

- **Energy:** Continuously seeking opportunities to reduce energy consumption in offices and warehouses.
- **Materials:** Prioritizing the use of materials from sustainable sources (e.g., **FSC-certified** paperboard) and increasing the proportion of **recycled and recyclable content** in the solutions we specify.
- **Water:** Implementing measures to minimize water consumption where applicable.

4. Environmental Management System (EMS) Guidelines (ISO 14001 Framework)

Although not fully certified, PackMentor operates its EMS under the following ISO 14001 principles:

4.1 Leadership and Context

Top management is responsible for the Environmental Policy and ensuring the EMS is compatible with the strategic direction of the organization. We consider the environmental issues and risks relevant to our business context (e.g., climate change, resource scarcity).



4.2 Environmental Objectives

We establish, implement, and maintain measurable environmental objectives at relevant levels and functions. Key objectives include:

- Reducing our company's overall operational carbon footprint.
- Increasing the average recycled content of our stock packaging lines.
- Minimizing waste generated from internal packaging design and prototyping processes.

4.3 Operational Control

We maintain documented information to have confidence that our processes are being carried out as planned. This includes rigorous environmental auditing of our key manufacturing suppliers.

4.4 Competence, Training, and Awareness

We ensure that personnel working under our control who have the potential to cause a significant environmental impact are competent, based on appropriate education, training, or experience.

5. Review and Continual Improvement

We are committed to the continual improvement of our EMS to enhance environmental performance. This is achieved through:

- **Internal Audits:** Periodically assessing the effectiveness of the EMS against ISO 14001 guidelines.
- **Management Review:** Top management reviews the EMS regularly to ensure its suitability and effectiveness.
- **Corrective Action:** Implementing necessary actions to address identified non-conformities and enhance performance.

This policy is regularly reviewed, communicated to all employees, and made available to the public and other interested parties upon request.