



ÍNDICE

1.	ITASA PRESENTATION	3
2.	GOAL.....	3
3.	APPLICATION AREA	3
4.	OBJECTIVE OF THE SUSTAINABLE DEVELOPMENT STRATEGY	3
5.	VALUABLE CONTRIBUTION TO SOCIAL DIVIDEND	5
6.	IMPLEMENTATION OF THE SUTAINABLE DEVELOPMENT STRATEGY	5
7.	GENERAL PRINCIPLES OF ACTION.....	5
8.	BASIC PRINCIPLES OF INTERNAL ACTIONS	5
8.1.	Creating sustainable value to share	5
8.2.	Transparency	6
8.3.	Development protection of intellectual capital	6
8.4.	Innovation	6
8.5.	Responsible Taxation.....	6
8.6.	Human Resources	6
8.7.	ITASA Group	7
9.	BASIC PRINCIPLES OF EXTERNAL ACTIONS	7
9.1.	Finnancial Community	7
9.2.	Customers	7
9.3.	Suppliers	7
9.4.	Media.....	8
9.5.	Civil Society.....	8
9.6.	Environment	8

1. ITASA PRESENTATION

ITASA is a siliconized release liner design, development and manufacturing company owned by Neenah Inc. a leading global manufacturer of specialty materials serving customers on six continents, headquartered in Alpharetta, GA, USA.

Since 1974, Itasa has been dedicated to produce high-quality release liners for a wide variety of applications and industries. Today, we are considered a global reference in the silicone release liner market.

Our success is the result of constant investment to strengthen our presence on five continents. We have a robust position in Europe and the USA and are increasingly strong in the Middle East, Asia and South America. We focus on our customers and offer them the best service with maximum flexibility and customized solutions. Our philosophy is based on being a solid and reliable "team player", working "side by side" with our customers. We are also known for our high adaptability.

2. GOAL

ITASA is committed to design, evaluate and review, on an ongoing basis, the Sustainability System in order to approve and update its Corporate Policies, which constitute the guidelines for action of the Company.

The Policies and Standards included in the Sustainability System aim to ensure the general alignment of all actions to be carried out with the activity of the Company, the Social Values and the Sustainable Development Goals (SDGs) approved by the United Nations (UN).

The General Principles described in this Policy are developed in Environmental, Social and Corporate Governance aspects.

3. APPLICATION AREA

The Sustainability Policy described in this document shall apply to all aspects and actions related to the activity of the Company. Other policies adopted by ITASA must be in accordance with the General Criteria contained in this Sustainability Policy.

On the other hand, ITASA will promote policies of alignment with the best technical and economic practices possible in terms of environmental, social and governance policies and in accordance with international regulations.

4. OBJECTIVE OF THE SUSTAINABLE DEVELOPMENT STRATEGY

The fulfillment of the social interest requires the implementation of Sustainable Development to promote and share the creation of sustainable value through the Development of activities according to best practices. Therefore, the strategy must describe the creation of sustainable values (innovative products and services) considering environmental values and the increase of technical aspects such as efficiency in the use of residual energy and the reduction of pollution, waste and water losses.



ITASA's Sustainability Policy will be aligned with the following Sustainable Development Goals (SDGs). ITASA considers that its contribution to Sustainable Development (2030) is focused on these areas of action.

MODELO DE CRECIMIENTO RESPONSABLE



5. VALUABLE CONTRIBUTION TO SOCIAL DIVIDEND

ITASA is a global company dedicated to manufacture siliconized paper and contributes to the community through its activities to the development of global society, by its provision of taxes, compliance with environmental, social and governance regulations and policies.

Not only from an economic point of view, but also from an ethical business standpoint to promote equality, justice, innovation, respect for the environment and the fight against climate change, including the generation of quality employment based on diversity, inclusion, a sense of belonging and other measures of personal comfort.

The measurement of the social dividend seeks to cover the main direct, indirect, and induced impacts generated by the Group's activity.

6. IMPLEMENTATION OF THE SUSTAINABLE DEVELOPMENT STRATEGY

ITASA has a Sustainability Committee for the implementation, monitoring and supervision of the Company's Sustainable Development Strategy.

The General Manager will be promptly informed of the monitoring or any deviation, and depending on this, will decide the measures to be taken.

7. GENERAL PRINCIPLES OF ACTION

In order to achieve the Sustainability Objectives, ITASA adopts the following General Business Principles:

- ITASA will base its commitments with Customers according to the Principles of Good Faith, Trust, Professional Attitude, Collaboration, Loyalty and Reciprocity.
- Complying with the regulations in any country, ITASA will assume the regulations, norms, directives, and international commitments when there is no local and adequate legal development.
- Support and spread the culture of the SDGs as far as possible.
- Improve free trade practices and reject any illegal or fraudulent actions. For this purpose, ITASA will implement effective monitoring mechanisms and sanction any irregular action. Any corruption detected will be prosecuted and denounced.
- Promote dialogue channels to improve the exchange of information/ideas between the staff, customers, suppliers and other civil society entities in order to provide the best product/service possible.

8. BASIC PRINCIPLES OF INTERNAL ACTIONS

The basic principles of internal actions will describe the following:

8.1. Creating sustainable value to share

The creation of sustainable value will be the main point to define ITASA's policies, strategies and operations. It will be translated in the creation of work and contribution of wealth to the society in the long term, without any negative aspect in the short and medium term.

The fundamental principles will be described as follows:

- Develop new, better and more competitive products/services for customers in accordance with the concepts of efficiency and quality.
- Promote the use of circular economy concepts in the design and production process.
- Optimize the use of residual energy in the production process.
- Minimize energy waste in the production process.
- Minimize waste in the production process.

8.2. Transparency

Transparency is essential to generate trust and credibility in all ITASA's stakeholders. For this, ITASA is committed to:

- Disseminate truthful, adequate, useful, accurate and reliable information about their products/services.
- Promote transparency in the market with customers, suppliers, staff and civil society entities

8.3. Development protection of intellectual capital

ITASA knows that Intellectual Capital is the main differential element for competitive companies, so it considers that its protection and management are the most important basic principles. In this line, ITASA is committed to:

- Promote initiatives, procedures and tools to improve the real and effective intellectual capital.
- Develop the necessary and specific protocols to defend critical equipment and ensure the continuity of essential services to staff and customers.

8.4. Innovation

Innovation is an important aspect at ITASA to ensure the Sustainability, Efficiency and Competitiveness of ITASA. Therefore, the basic principles of action in innovation will be:

- Promote the activity related to Research, Development and Innovation (R+D+i) considering the EFFICIENCY and OPTIMIZATION of the production process, the management of the useful life of facilities, systems and equipment, the reduction of operating costs, maintenance and environmental impact.
- Promote new design and development of Products/Services according to Customers' request.
- Improve innovations to promote sustainable growth, efficient management of resources and social development of the environment.
- Keep products/services at the forefront using disruptive technologies and business models.

8.5. Responsible Taxation

ITASA considers that taxes are its main contribution to the maintenance of public charges, so they constitute a contribution to the society. Therefore, ITASA assumes the following commitments:

- Updating compliance with the regulations in tax matters.
- To adopt decisions in fiscal matters according to a reasonable interpretation of the regulations.
- To follow the recommendations of good tax practices.
- Not to use structures of opaque nature to reduce the amount of taxes.
- Improve the relationship with the Tax Administration based on Law, Trust, good faith, professional attitude, collaboration, loyalty and reciprocity.

8.6. Human Resources

ITASA considers its Human Team a strategic asset, which cares and offers a good working environment, promoting their development, training and reconciliation measures. Itasa also promotes the development

of professional relationships based on diversity, inclusion and sense of belonging, equal opportunities and non-discrimination in the management of people, so ITASA assumes the following points:

- Respect human and labor rights according to national and international regulations.
- Recruit, select and retain talent using a favorable distinctive for Labor Relations based on Equal Opportunity, Non-discrimination, respect for Diversity, facilitating the integration of disadvantaged groups with different abilities and compatibility of family and work.
- To guarantee the eradication of any form and action of discrimination.
- Recognize, improve and value family and personal ties to create a sense of belonging.
- Establish a Remuneration Policy to improve the professional contract and strengthen the Human Capital.
- Improve Training, Qualification and Knowledge Updating to adapt Human Management to a diverse and multicultural work environment.
- Apply the necessary protocols to create a safe work environment.

8.7. ITASA Group

ITASA will base its commitments to the ITASA Group on the Principles of Good Faith, Trust, Professional Attitude, Collaboration, Loyalty and Reciprocity.

9. BASIC PRINCIPLES OF EXTERNAL ACTIONS

The basic principles of external actions will describe the following:

9.1. Financial Community

ITASA will base its relationship with the financial community on the principles of good faith, trust, professional attitude, collaboration, loyalty and reciprocity.

9.2. Customers

ITASA assumes the following points:

- To base the relationship with the Clients on the Principles of good faith, trust, professional attitude, collaboration, loyalty and reciprocity.
- As far as possible, to establish the relationship with the Customer in his/her language. In any case, to understand the possible problems with the Client on its expression.
- Collect the Client's opinion once the Project is finished in order to detect possible quality improvements and other important aspects.
- To request the authorization of the Clients to disseminate technical and other information related to them and their facilities.

9.3. Suppliers

ITASA considers that it is necessary to ensure the quality of suppliers and the fulfillment of contracts. In accordance with this, ITASA assumes the following points:

- Adopt strict quality control protocols to ensure the supply chain of customers.
- Ensure that the members of the supply chain comply with the principle of ethical values for business and transparent management, good labor practices, respect for the environment, quality assurance and safety of products/services.
- Promote respect for human and labor rights in accordance with regulations.

9.4. Media

Transparency, collaboration and good faith will be ITASA's communication strategy.

9.5. Civil Society

ITASA has an international presence, so it has established a minimum Code of Conduct common to all countries. Some of them will be:

- Consider the social and cultural realities of each country and act accordingly.
- Establish a fluid dialogue.
- Reinforcing respect for ethnic minorities.
- Disseminate the SDGs and ethical values for the company and other aspects related to good faith in labor and personal aspects.
- Participate in and support initiatives related to the SDGs.

9.6. Environment

ITASA wants to be known as a green and environmentally friendly company. The main points of action will be:

- Products/Services must be designed and conceived as environmentally friendly, i.e. minimize energy consumption and maximize efficiency.
- Improve the decarbonization of the process with the use of the most efficient technologies and maximum reduction of carbon emissions.
- Contribute to customer awareness of the consequences and solutions to climate change.
- Efficient use of waste and residual energy.



Olivier Lavaud
Vice-President & General Manager
Silicone Release Liners