

ZUBIALDE. INTEGRATED MANAGEMENT SYSTEM POLICY.

The management of quality, the protection of workers and the environment, are part of the basic strategic guidelines of **ZUBIALDE**, and are based on the following dimensions:

COMPLIANCE WITH REQUIREMENTS AND INTERESTED PARTIES

In ZUBIALDE we identify, evaluate and continually prevent environmental impacts and risks related to the safety and health of personnel.

Likewise, we have a firm commitment to the applicable regulations in the field of environment, forestry management and occupational safety.

The quality management system aims to satisfy our customers and continuous improvement. Environmental management aims to effectively protect our environment and nature, that allows a sustainable development.

We promote sustainable forest management, reforest forests and ensure the origin of raw materials through the chain of custody of raw materials.

CONTINUITY OF BENEFITS

The integrated management of quality, labor safety and environment pursues the goal of optimizing all our processes, material and human resources, and exploiting all opportunities for improvement.

ORGANIZATION AND MOTIVATION OF STAFF

All the workers of ZUBIALDE have their functions defined, the motivation and implication of the workers is a priority. Training and motivation actions are carried out regularly at all levels. The Manager of **ZUBIALDE** will take the appropriate measures so that each of the members of the company feels responsible for the principles contained in this policy, and put into practice their particular objectives.

THE STRATEGY

The strategy of **ZUBIALDE** is defined on objectivity and is based on four basic pillars:

- **Energy Management:** the efficiency of consumption and electrical control is a priority.
- **Raw Material Management:** we make alliances that ensure the supply of wood and allow us to reach the productive level of the market.
- **International market:** it is key to strengthen our presence in emerging international markets. We bet on products of increasing added value that provide solutions to our current and potential customers.
- **Teamwork:** we are aware of the importance of teamwork and maintaining the motivation of each part of this organization.