

GREEN RESOURCES AS
INTEGRATED MANAGEMENT SYSTEM POLICY
REVISED MAY 2025

Preamble

Green Resources strives to manage its operations in such a way as to minimize risk and maximize opportunities. The company commits to the pursuit of attaining high standards in Occupational Health and Safety, Quality, Environmental and Social performance. These ambitions which are expected from our shareholders, customers and stakeholders, can only be achieved through systematic and uniform performance supported by an Integrated Management System (IMS) that combines all areas of our business into one system.

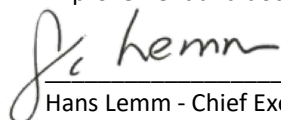
Policy

Green Resources' IMS system contains the following features that allow Green Resources to improve its performance:

- **Structure:** The IMS incorporates a structure that reflects Green Resources' organization to ensure ownership and responsibility by organizational units and a level of detail appropriate for the organizational level being guided by the IMS.
- **Documents:** IMS documentation will be guided by a document structure that comprises policies, procedures, guidelines, plans, reports, certificates and references. The policies contain the set of rules that builds a uniform responsible behavior, while the procedures systemize and describe how to perform the work tasks that defines our business and operations. The system organizes other documents that are important for our business.
- **Governing Standards and Principles:** The IMS takes into account the requirements of Environment ISO 14001: 2015, Quality ISO 9001:2015 and Occupational Health & Safety ISO 45001: 2018. Green Resources' IMS shall also reflect the company's commitment to comply with certain international best practice standards including the FSC Principles, IFC Performance Standards and the ILO Core Labor Standards.
- **Operationalization:** The IMS documents are an integral part of the company's file system promoting a systematic work flow starting with procedures review and defining the framework for the task, risk review, planning, doing, documenting, assessing performance and improve.
- **Training:** The integration of the IMS into our day-to-day work promotes compliance with the system. To achieve this, employees and contractors will be trained regularly on the system. Inductions are mandatory when personnel are to undertake new assignments and tasks.
- **Risks and Opportunities:** Dealing with risks and opportunities effectively is critical for our organizational performance. The IMS strives to promote a risk and opportunity mindset approach through demanding a risk and opportunity assessment at the start of every work tasks and through separate risk and opportunity reviews. These analyses shall take into account internal and external impacts.
- **Quality and Consistency:** An important driver for our IMS is its focus on customers, whether external or internal, to ensure that appropriate quality of products and deliveries is achieved for every delivery.

The IMS - Our Conduct and Performance Guide.

It is the obligation of all employees to know and follow the policies, procedures and other parts of the IMS that is relevant for her or his work. Employees are further required to support the company's commitment to continuous improvement and document such improvement through updating the IMS.

A handwritten signature in black ink, appearing to read "Hans Lemm".

Hans Lemm - Chief Executive Officer