

## Management Policy:

CRISTEMA is an innovative and highly competitive company located in a region with a strong tradition and excellence in the cutlery industry. It is therefore the management's commitment to ensure the continuous improvement of its Management System, based on the performance of processes, products, and services, and on the reinforcement of environmental and safety culture.

Cristema is committed to:

- Establishing, implementing, maintaining, and improving a Quality and Environmental Management System aligned with the requirements of NP EN ISO 9001:2015 and NP EN ISO 14001:2015, providing the necessary resources.
- Delivering products and services that meet applicable requirements.
- Ensuring the integration of lessons learned into the organization as a means to promote process improvement and, consequently, enhance products and services.
- Encouraging the development of individual competencies by fostering knowledge acquisition and experience sharing.
- Promoting a productive relationship with suppliers, partners, and other stakeholders to strengthen mutual trust.
- Preventing pollution and minimizing the environmental impacts associated with the activities carried out.
- Minimizing risks to people and facilities that may arise from the company's operations.
- Promoting and ensuring a safe and healthy working environment for all employees.
- Complying with legislation, stakeholder requirements, and other applicable obligations.

Cristema's management is fully aware of the region's legacy of excellence in the cutlery industry and is committed to ensuring its continuity over time, confident that it will achieve this through ambition grounded in innovation, competitiveness, and continuous improvement.

**CRISTEMA**<sup>®</sup>  
Vila Nova de Sande, Guimarães, 06.01,2025  
A. Gerência  
Management  
