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COMPANY POLICY OF MITSUBISHI HiTEC PAPER BIELEFELD GMBH

0. General Principles

A safe business environment, the obligation for quality and environmental protection are the most important principles of our corporate thinking and acting to be ensured and improved continuously.

The company management as well as all employees commit themselves to realize and to follow these principles.

Each employee is entitled to propose possible measures to improve these principles

- by contacting his/her superior or the representative for work safety, for quality or for environmental protection
- or by applying his/her proposal within the frame of the company suggestion plan.

Within his/her field of business each employee is responsible for the safety and utmost best quality of work as well as environmental protection. Promoting the awareness and the principles of operation needed for is a steady management duty, because only motivated and well trained employees will work responsible and goal-directed.

Aimed to keep the level of knowledge about work safety, aspects of quality, industrial environmental protection, and risk defence as high as possible as well as to promote the awareness for, we train our employees correspondingly.

To ensure that the determined processes and procedures concerning work safety, product safety and environmental protection are maintained and continuously improved, management representatives are appointed, which in this function directly report to the Management Board.

The Management Board regularly inspects the mentioned corporate principles and actualizes them if needed. Our corporate principles are made available to all interested parties.

1. Safe Business Environment

Safety first. This is our most important corporate principle. The Management Board provides sufficient resources to avoid or minimize the risk of work related injuries or illness. That also applies to the procurement of new machines, equipment and devices.

The Management Board expects all employees to follow this principle at all actions and to behave correspondingly.

Furthermore the Management Board expects all employees to support all measures suitable to make both, their own and their colleges' working place as safe as possible. This to a high degree also applies to the superiors.

2. Obligation for Quality

The durable securing of the company and its site depends on attaining persistent profit.

This is essentially influenced by our customers' satisfaction with the actual and future quality of our products and services.

This objective has to be reached with economically acceptable expense, basing on market-leading technologies specific to our products, complying with statutory and regulatory requirements and considering ecological aspects.


That requires efficient planning and use of the financial and technical resources, of the product realization and communication processes as well as qualified and highly motivated personnel, enjoying its job and doing its business in teams in a self dependent and at the utmost faultless way.

Another essential condition is co-operating with suppliers and partners, the products and service of which durably and demonstrably meet our quality requirements

For the purpose of meeting these objectives we operate according to the following principles and to put them into action all members of the management as well as all the staff commit themselves

- to deliver products, which meet the specifications agreed with the customers,
- to offer a product assortment being in line with market conditions,
- to treat and advice our customers attentively and carefully,
- to ensure short delivery times, which are guided by customer's need to a great extent,
- continuously to control our products and processes and to improve them considering the market trends,
- to consider the economic efficiency of product and process development and to ensure that they are environmentally accepted
- to improve the internal and external communication where needed,
- to employ qualified and highly motivated personnel adequate to the existing requirements,
- to co-operate with our suppliers, for the purpose of reaching together utmost best solutions concerning quality and economic efficiency,
- to enforce the continuous development of new products and to use the resources for research and development as efficient as possible,
- steadily to check our work processes and to take calculated actions to improve them,
- to regard the co-operative social working environment as part of company culture prioritizing result-directed work over the importance of positions and functions ,
- to take actively part in the internal exchange of information.

These quality-related guidelines not only present the basis for our daily activities but for strategic decisions, too. For that purpose we derive quality objectives from them, the realization of which is regularly checked and assessed by the Management Board.

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3. Environmental Protection

Besides safeguarding our responsibility for the employees within the frame of industrial safety and health protection as well as for promoting the quality awareness and the product safety entailed with, the protection of the environment and the careful use of all resources is the company's third important objective.

Understanding product responsibility as the responsibility for the product during its whole life cycle from its manufacture over its use up to its recycling or disposal we made a declaration of self-commitment to the German Federal Ministry for Environment, Protection of Nature and Reactor Safety (Bundesministerium für Umwelt, Naturschutz und Reaktorsicherheit), by which we commit ourselves to use only environmentally beneficial substances, what has to be regularly inspected and confirmed by independent third party experts and the German Federal Office for Environment (Umweltbundesamt).

Our participation in the Ecolabelling System of Nordic Countries („Nordic Swan“), which by the used criteria of valuation covers the most fields of problems relevant to the environment and entailed with the production of paper is an essential element of continuous improvement. The license requirements to be met by the licensees are regularly and level increasing revised by an independent international group of experts.

Conscious, that paper manufacturing may be entailed with multiple impacts to the environment, and because it is not to exclude, that such impacts might create injuries to health or economic disadvantage of shareholders, employees, neighbours, and contractors of the current or future generations, we take the for all company members and contractors binding view that those impacts have to be kept as low as technically and economically acceptable.

This goal is only to reach by a systematic working on all entailed questions involving all executive managers, employees, and contractors, which thus commit themselves

- to fulfil all legal as well as by the authorities and insurance companies defined obligations and restrictions,
- to use our raw and production aid materials as well as energy efficiently,
- as far as possible to perform procedures such that consumption is reduced, waste and other emissions are preferably avoided or reduced and to observe the rule of substitution concerning dangerous substances.
- widely to ensure the product safety in the whole market according to recent knowledge,
- to take care of the paper remaining after use respectively its recycling to stay harmless to the environment,
- to have all that confirmed by corresponding third party examinations and certificates, if necessary,

- in case of uncontrolled emission of substances by means of defined procedures and actions to ensure that the resulting effects on human beings, animals, plants and environmental media are kept limited to the lowest possible extent,
- to secure the reached improvements by
 - regular training of all the staff
 - integrating all contractors in the environmental concept,
 - maintaining an effective internal reporting and the needed documentation,
 - maintaining an effective reporting and information to externals,
 - controlling all environmentally relevant processes.

Considering the economic and market specific conditions we furthermore commit ourselves,


- to use preferably pulp from controlled and/or (e.g. FSC/CoC- or PEFC-) certified sources
- to avoid the use of pulps from "controversial" or non-controlled sources, i.e. pulps manufactured by use of
 - wood from genetically modified trees,
 - illegally harvested wood,
 - wood from regions, where fundamental civil or customary rights are violated,
 - wood from not certified forests having high conservation values,
 - wood from clearing of natural forests or from plantations built on such clearings,

To follow the above mentioned guidelines effectively, an Environmental Management System is implemented. This system bases on representatives, each of which is entrusted with an environmentally relevant field of business, within of which he/she takes responsibly care that the guidelines are kept. If a need for specific improvement arises concrete environmental objectives are defined and corresponding actions are taken, the progress of which is regularly checked and assessed by the Management Board.

Bielefeld, June 30, 2009
General Management



 Gerhard Schoon



 Dr. Hiroshi Tomimasu