

FSC POLICY

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CA.DIS. SRL, setting itself the goal of marketing products by pursuing an eco-compatible path, has decided to implement an FSC chain of custody management system, ensuring the use of raw materials that come from environmental, social and low cost management. Principles and values that are not seen as constraints but as growth opportunities for the entire company, in order to better respond to the needs of customers attentive to environmental issues. The objectives set by CA.DIS. SRL concern:

- respect, at all levels, for human rights both in forest management and at company level, in this case especially about occupational health and safety;
- control of the certification of the raw material purchased and of the related suppliers;
- periodic training of its employees involved in the Chain of Custody system;
- the suspension of the sale as FSC if the product does not comply with the requirements of the standard applicable to the company;
- applying the FSC Fundamental Labour Rights requirements to company operations
- the use of the FSC logo only in association with products that have the minimum required characteristics from the standard.

In fact, the Management places importance on:

CLEARLY IDENTIFY THE CUSTOMER'S NEEDS, adapting the work system to these needs, in compliance with the Norms and reference standards, with precise technical requirements and professional commitment;

- **DEVELOP A CONTINUOUS IMPROVEMENT OF PRODUCT QUALITY**, to guarantee the best possible results in terms of quality and custody, through constant investments in training, new technologies, studies, comparisons, research and collaborations;
- **CREATE, DEVELOP AND MAINTAIN A chain of custody management system** based on the provisions of the reference standard FSC-STD-40-004 V3-1
- **APPLY** what is reported in the clause of paragraph 7 of the FSC-STD-40-004 V3-1 standard with reference to:

- Child labour, undertaking to take measures to verify the age of workers and to ensure that they do not use child labour
- Forced labour, ensuring that forms of forced labor are not introduced such as:
 - ✓ bonded work
 - ✓ physical and sexual violence
 - ✓ Wage withholding / including payment of employment fees and / or payment of a deposit to start work
 - ✓ mobility/movement restriction
 - ✓ retention of passport and identity documents
 - ✓ threats of reporting to the authorities

Discrimination, checking that forms of discrimination are not implemented such as:

- salary differences for the same role and experience
- career opportunities
- recruitment difficulties

- Respect for freedom of association: The organization respects freedom of association and the effective right to collective bargaining

The organization also declares that it is not directly or indirectly involved in the following activities:

- a) illegal logging or trade in wood or forest products;
- b) violation of traditions and human rights in forestry operations;
- c) destruction of forests of high conservation value;
- d) significant conversion of forests to plantations or conversion to non-forest use;
- e) introduction of genetically modified organisms into forestry operations;
- f) violation of any main Convention of the ILO (International Labour Organization), as defined in the Declaration of the International labour Organization on fundamental principles and rights at work.

The Management is personally committed to the development and maintenance of the FSC Chain of Custody Management System and to disseminate the principles expressed in this document at every level within its organization and to its customers / suppliers.

San Marco Argentano (CS), 14/06/2022

Chief Executive Officer (Salerno Aldo Nereo)