

QUALITY, SOCIAL AND WOOD PURCHASING POLICY

Fibromade commits to its clients and to Wood market to buy wood and wood products that do not damage the environment:

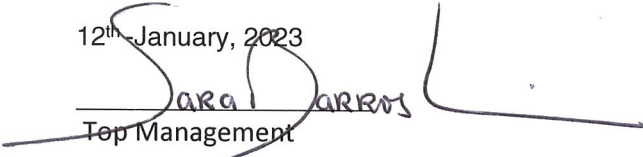
- Promote and consolidate its products on the national and international markets;
- Ensure customer loyalty by establishing solid relations through which their needs are satisfied;
- Maintain a knowledgeable, professional, dynamic and motivated team;
- Ensure sustained growth;
- Ensure that working conditions do not endanger the safety or health of its employees;
- Comply with the International Labour Organization Fundamental Principles and Rights at Work – all of them transposed to Portuguese Law.
- Comply with legal, regulatory and normative requirements;
- Promote the continuous improvement of the effectiveness of its Quality, Social and Chain of custody Management System;
- Judiciously assess the wood it buys, seeking to maximize the quality of its raw materials and to avoid buying wood that might be from controversial sources;
- Assure that the wood traded is not harvested where some species may be endangered, thereby ensuring that the requirements of the CITES declaration are met.
- As Operator, guarantee the enforcement of EUTR (EUROPEAN UNION TIMBER REGULATION) providing all the necessary information about the purchasing, scientific name, wood veneer specie, country/region of cutting, if possible with specific details of its location.
- Prefer wood from well managed forests, certified according to the Forest Stewardship Council® (FSC® -C044203) or the Programme for the Endorsement of Forest Certification schemes (PEFC™) forest certification systems;
- Implement its best efforts to avoid trading and sourcing wood from the following categories:
 - Illegally harvested wood; or illegal wood trade or forest products;
 - Wood harvested in violation of traditional and human rights;
 - Wood harvested in forests where high conservation values are threatened by management activities;
 - Wood harvested in forests being converted to plantations or non- forest use;
 - Wood from forests in which genetically modified trees are planted.
 - Violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

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In conformity to this last line, **Fibromade** is also committed to:

- Not use child labour.
 - Eliminate all forms of forced and compulsory labour.
 - Ensure that there is no discrimination in employment and occupation.
 - Respect freedom of association and the effective right to collective bargaining.
- Receive and reply to questions placed by its stakeholders.

12th January, 2023


Sara DARRY
Top Management