

CORPORATE POLICY FOR OCCUPATIONAL HEALTH AND SAFETY AND FSC® CHAIN OF CUSTODY

STUDIO ARREDI intends to maintain a prominent position in the market in terms of product and service quality through continuous development and improvement. This evolution will allow us to consistently meet the ever-changing expectations of our customers.

STUDIO ARREDI is aware that the environment, sustainability, social responsibility, ethical principles, social health and safety requirements, and occupational health and safety are indispensable elements that must form the foundation of our business activities and organization. These values are essential for both corporate economic growth and responsible, sustainable development.

The core general principles for the entire organization are as follows:

- **Compliance:** Respect and apply all current and future laws and regulations regarding labor contracts, the environment, occupational health and safety, and the legality of forest-based materials/products, maintaining rigorous monitoring to ensure legislative compliance across all environmental and safety aspects.
- **Social and Safety Requirements:** Implement mandatory social, health, and safety requirements based on the ILO Declaration on Fundamental Principles and Rights at Work. Specifically: workers are not hindered in free association, the choice of representatives, or collective bargaining; forced labor is prohibited; child labor (under the legal minimum age or school-leaving age) is not used; equal opportunity and treatment are guaranteed; and working conditions do not jeopardize safety or health.

STUDIO ARREDI confirms its commitment to not employing workers under the age of 18.

- **FSC® Fundamental Labor Rights:** Comply with and implement FSC® fundamental labor rights requirements and maintain an updated "FSC® Fundamental Labor Rights Self-Assessment."
- **Due Diligence System (DDS):** Operate a Due Diligence System to ensure compliance with all applicable timber legality laws, including trade and customs laws, and to minimize the risk of materials originating from "controversial sources."
- **Policy for Association:** Comply with the "Policy for the Association of Organizations with FSC®," specifically avoiding involvement in:
 - Illegal logging or trade in illegal wood/forest products.
 - Violation of traditional and human rights in forestry operations.
 - Destruction of high conservation values in forestry operations.
 - Significant transformation of forests to plantations or non-forest uses.
 - Introduction of genetically modified organisms (GMOs) in forestry operations.
 - Violation of any ILO core conventions.
- **Context Analysis:** Analyze the operating context, define stakeholders, assess risks/opportunities, and evaluate environmental impacts and health risks throughout the product life cycle, including future disposal and sustainability.
- **Zero Tolerance:** No derogation is permitted regarding the legal requirements for production, environmental protection, worker safety, or ethical principles.
- **Management System:** Plan, implement, and update a management system covering quality, environment, safety, hygiene, and FSC® Chain of Custody, ensuring defined responsibilities and necessary resources.
- **Continuous Improvement:** Pursue improvement as a permanent objective, considering technological progress, scientific knowledge, and the expectations of workers, the community, and customers.

- **Customer Satisfaction:** Understand and exceed customer requirements to increase loyalty and identify new market opportunities.
- **Sustainability Awareness:** Maintain FSC® certification standards and sensitize customers, suppliers, and staff to responsible forest management.
- **Worker Protection:** Protect health through health plans drafted by the Competent Physician and comprehensive risk assessments.
- **Safe Environments:** Ensure that workplaces and equipment are suitable and safe for all activities.
- **Growth and Communication:** Promote professional growth, internal communication, and interpersonal conflict prevention through clear organizational structures.
- **Training:** Inform, train, and involve all workers to achieve high levels of competence and responsible conduct.
- **Stakeholder Engagement:** Maintain active communication with authorities, local communities, customers, and suppliers, encouraging them to share our ethical and quality commitments.

All personnel are required to respect these principles. The Management Representative (RES) is designated to ensure system processes are established, implemented, and updated, reporting directly to top management.

Novello, 11/11/2024

POLICY ON FUNDAMENTAL LABOR RIGHTS REQUIREMENTS

STUDIO ARREDI is committed to protecting and enhancing its human resources as the company's most fundamental asset. We promote transparent human resource management based on Ethical, Social, and Environmental Responsibility principles as defined by international conventions (ILO) and the Ethical Trading Initiative (ETI).

The following principles are respected:

- **Voluntary Labor:** Employment relationships are voluntary and based on mutual consent, without threat of penalty.
- **Favorable Regulations:** Application of the most favorable regulations for the worker when national laws and industry standards overlap.
- **Rejection of Human Rights Violations:** Strict prohibition of corporal punishment, mental or physical coercion, sexual violence, child labor, forced labor, and discrimination.
- **Rights and Welfare:** Guaranteed freedom of association, collective bargaining, fair wages, regulated working hours, and the promotion of physical and psychological well-being.
- **Child Protection:** Consistent with national and international laws, STUDIO ARREDI does not use or support child labor and strictly excludes the recruitment of workers under 18 years of age.
- **Legality and Transparency:** All corporate transactions must be legal, impartial, and transparent, supported by documented evidence.
- **Institutional Relations:** Relationships with Authorities are based on maximum transparency and cooperation.
- **Monitoring:** Periodic monitoring and continuous improvement of human resource management conditions.

This Policy is a public document, communicated to all staff and stakeholders, and reviewed periodically to reflect legislative changes or corporate conduct requirements.

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