

**CHAIN OF CUSTODY POLICY, COMMITMENTS TO FSC VALUES AND HEALTH AND SAFETY COMPLIANCE (Sections 1.3 and 1.4 FSC-STD-40-004-V3) AND COMMITMENTS TO SOCIAL AND HEALTH AND SAFETY REQUIREMENTS (Section 2020):**

Josep's Mobiliari is committed to managing its resources to offer quality products to its customers while applying continuous improvement techniques to the development of its activity, to maintain a fair and responsible conduct and to be aware of both its contribution to economic development and its corporate civil responsibility to society in general and its workers in particular.

For this reason:

- DECLARES not to be involved directly or indirectly in any of the following activities:

- (a) illegal logging or trade in illegal timber or forest products;
- b) violation of traditional and human rights in forestry operations;
- c) destruction of high conservation values in forestry operations;
- d) significant conversion of forests to plantations or other uses;
- e) introduction of genetically modified organisms in forestry operations;
- f) violation of any of the ILO Core Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998,

- is COMMITTED to:

- a) TO THE STAFF: To train its human capital to maximise customer satisfaction through the service offered, through the correct development of their functions, with appropriate conduct and attitudes especially in relation to the recognition of the rights inherent in the human condition.
- b) AGAINST CHILD LABOUR: by not hiring workers under the minimum legal age.
- c) PROMOTING EQUALITY: by promoting non-discrimination, equal opportunities and respect.
- d) ADDRESSING DISCRIMINATION: by promoting and implementing inclusive and non-discriminatory practices.
- e) AGAINST FREEDOM OF ASSOCIATION: respecting the right of workers to join trade unions and to represent workers both at the workplace level (trade union delegates) and at the health and safety level (prevention delegates).
- f) AGAINST FORCED LABOUR: rejecting the use of forced labour and the retention of workers' original identity documents.
- g) AGAINST SUBCONTRACTORS: contracting only with individuals and organisations that have demonstrated that their professional or business conduct and practices meet the same levels of commitment to social ethics, legality and occupational risk prevention as those of the organisation itself.

- DEFINE the following principles of action:

1. To dedicate all the economic and technological potential at its disposal.
2. To train and educate personnel in the importance of the correct development of the activity carried out.
3. Application of continuous improvement techniques to the processes covered by the chain of custody management system.
4. Complying with all applicable legal and regulatory requirements.
5. Informing suppliers and establishing an adequate traceability of purchased materials.
6. Promote respect for the environment, guaranteeing control during the acquisition of raw materials of forest origin.

-DEMANDS involvement:

- a) OWN STAFF: maintaining responsible conduct and compliance with the established rules and processes.
- b) OWN AND OTHER STAFF: adopting a commitment to occupational health and safety, with the organisation being the first to assume it and supporting it with the means at its disposal and the actions defined for this purpose.

-ENCOURAGES the present document, complying with it and maintaining it,

- DISTRIBUTES the present document making it accessible and understandable to all personnel.

In order to ensure that this policy is kept up to date, annual monitoring of the chain of custody management system and its documentation is established by the management, who shall be responsible for requiring the revision of commitments, processes and documents or records when deemed appropriate.

And for the record and to give it the corresponding validity, it is signed:

SR. Josep Tutusáus  
Manager of Joseps Mobiliario  
23rd April 2021