



FSC[®] Policy

The Board of Directors of **INVERNIZZI S.p.A.** decided to provide its customers with **100% FSC** and **FSC MIX** panels made from **100% FSC certified raw material** or **FSC CW** and to implement and maintain a management system of the Chain of Custody. (**LICENSE CODE FSC-C089489**)

The products manufactured by **INVERNIZZI S.p.A.** belong to the category indicated in the **PRODUCT GROUP**. In this context, the **Chain of Custody certification** guarantees the traceability of materials coming from certified forests.

Thanks to this certification **INVERNIZZI S.p.A.** can guarantee the origin of wood materials for its products to enter the market and thus demonstrate in a correct, transparent and controlled way its active contribution to responsible forest management, in compliance with stringent social and economic environmental standards recognised worldwide.

To this end, the company's commitment is focused on:

- checking the certification of the purchased raw material and its suppliers; training the personnel directly involved in the Chain of Custody System and, in particular, the personnel involved in the procurement management;
- suspending the sale of a product as **FSC** certified whenever that product does not meet the requirements of the standard applicable to the company; or use an **FSC** logo only in association with products that have the minimum characteristics required by the **FSC** standard;
- encouraging the dissemination of the certification in order to contribute to the consolidation of a **Sustainable Forest Management** and compliance with forest legislation currently in force;
- increasing the procurement of raw material from sustainably managed forests;
- adopting simple and accessible complaint handling procedures that allow the timely resolution of problems and complaints by customers;
- setting up a periodic analysis of Non-conformities and the consequent adoption of measures to prevent them from recurring.



INVERNIZZI S.p.A. also declares under its own responsibility not to be involved in following activities:

- illegal logging or trade in products of forest origin;
- acts that violate the traditions or rights of peoples related to forestry activities;
- acts causing the destruction of environments of high conservation value related to forestry activities;
- conversion of significant natural forest areas into plantations;
- introduction of genetically modified organisms into the environment;
- acts which violate the rules laid down by the International Labour Organization (ILO) in the 1998 **"Declaration on Fundamental Principles and Rights at Work"**.

INVERNIZZI S.p.A. also undertakes to comply with the national labour laws and FSC requirements of the FSC-STD-40-004 v3.1 standard, namely:

- INVERNIZZI does not resort to child labour; if it were to employ interns under the age of 18, such work would be approved and in collaboration with State Bodies designated for this purpose; such use will not interfere with education and will not be harmful to their health or development and carried out in such a way as not to interfere with compulsory education and carried out only during daytime hours. Unauthorized child labour in any form is prohibited;
- INVERNIZZI does not allow any form of forced and compulsory labour. Employment relationships are voluntary and based on mutual consent, without threat of sanction. All forms of physical and sexual violence, tied labour, restrictions on mobility, threats of all kinds, withholding of wages or other forms of wage blackmail are abolished and condemned;
- INVERNIZZI ensures that there is no discrimination within its staff and employment;
- INVERNIZZI respects the freedom of association and the right to collective bargaining. Workers may form or join workers' organisations of their choice, which are free to draw up their own constitutions and rules. INVERNIZZI respects the rights of workers to engage in lawful activities related to training, joining or assisting a workers' organisation, or to refrain from doing so, and shall not discriminate against or punish workers for exercising such rights. INVERNIZZI negotiates with legally constituted workers' organisations and/or duly selected representatives in good faith and with the utmost commitment to reach a collective bargaining agreement. Collective bargaining agreements are implemented whenever they exist.

INVERNIZZI is committed to raising the awareness of its staff, customers, suppliers and all stakeholders on issues related to FSC responsible forest management and all its requirements. INVERNIZZI is committed to ensuring that this Policy is understood, implemented and supported at all levels.

The Board of Directors of INVERNIZZI S.p.A. has appointed as a reference person for the implementation of this policy and of the Chain of Custody a Manager, M. Luca Bozzetti, aimed at underlining the Board's constant and dedicated commitment in this project.