

COMERCIAL MALASA

| GRUPO MALASA |

QUALITY, ENVIRONMENT, HSE and CHAIN OF CUSTODY POLICY

For the Management of **COMERCIAL MALASA, S.L.U.** Quality, respect for the Environment and Health and Safety (HSE) are its permanent aim for its activity in production and installation of furniture, wood carpentry structures and flooring for commercial premises and housing, as well as for the production and installation of cabinets.

In order to achieve this objective, it undertakes to implement and maintain a Quality, Environment and Occupational Health and Safety Management System, in accordance with the requirements of the *ISO 9001 Quality Standards*, *ISO 14001 Environment*, *Occupational Health and Safety ISO 45001*, *PEFC* and *FSC Chain of Custody (FSC-C106677 ®)* and the *Due Diligence System*, according to the following principles:

- Promoting the Continuous Improvement of the Management System implemented.
- Knowing, analyzing and satisfying the needs and expectations of our customers in order to increase their level of satisfaction.
- Establishing effective controls over suppliers regarding the quality of the products or services provided, as well as their environmental performance.
- Continuous training of personnel at all levels of the company whose activity is to have an impact on Quality and respect for the Environment, so that they acquire the necessary competence to carry them out.
- Protecting the environment, by preventing any type of pollution that could generate our activity and offering to the customers products that promote sustainable forest management.
- Compromising to prevent trade in harvested timber or timber products in breach of applicable legislation.
- Commit to all requirements, whether legal, contractual or otherwise, that may affect our activity.
- Commit to legal requirements related to the social rights and health and safety of our staff by guaranteeing the right to associate freely, elect their representatives and collective bargaining, rejection of forced labor and respect for the minimum legal age for recruitment of staff, respect for equal opportunities, facilitate working conditions that do not endanger the safety and health of our staff.
- Ensure the SAFETY of all: employees, customers and suppliers who are present or develop their activity within our facilities.
- We are committed to proactively identify, evaluate and control the HAZARDS AND RISKS inherent to our activities that may affect the SAFETY OR HEALTH OF OUR EMPLOYEES, and non-employees during work, as well as provide safe working conditions for the prevention of occupational injuries and / or diseases.
- We are committed to being proactive and REDUCING AND ELIMINATING THE HAZARDS AND RISKS inherent to our activities through the continuous improvement of health and safety performance in our processes and services.

- COMERCIAL MALASA guarantees that its current and future operations and processes comply with the applicable occupational health and safety legislation and the requirements of the UNE EN ISO 45001: 2018 Standard.
- Motivate, train and educate our staff to carry out their work safely. We are also committed to minimizing diseases and accidents by adopting the philosophy of PREVENTION in all our activities, at all our hierarchical levels and our work methods.
- Finally, we are committed to establishing CONSULTATION AND PARTICIPATION of workers and workers' representatives, compliance with legal requirements and other requirements, as well as the COMMITMENT to the control of detected risks.

The Management undertakes to provide all the necessary means and requests the participation and collaboration of all staff for the fulfillment of this Policy.

Cerceda, February 22 2023

