

NOA MADERA CREATIVA, S.L.U. explicitly declares to have read and understood the "policy of association of organizations with Fsc" as published in www.fsc.org. This policy stipulates the position of Forest Stewardship Council A.C (hereinafter Fsc) regarding impermissible activities undertaken by organizations and individuals who are already associated or might wish to associate with Fsc, as well as the mechanism for dissociating.

In view of the above, the organization explicitly agrees now and, in the future, while the relationship with Fsc exists, not to participate directly or indirectly in the following inadmissible 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 non-forest uses.
- e) Introduction of genetically modified organisms into forestry operations.
- f) Violation of any of the fundamental ILO Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work.

In turn, the organization is committed to complying with all and each one of the **fundamental labour requirements of Fsc** to all its operations, including as basic principles the following:

- Working respecting the rights and obligations established by national laws.
- Not to employ workers under the minimum age stipulated in national or local laws or regulations, considering additional points of compliance in particular cases in relation to regions that allow the employment of persons between the ages of 13 and 15, hazardous work and prohibition of the worst forms of child labour.
- Prohibit all forms of forced or compulsory labour, including the points and additional clauses described in point 7 of the standard to be complied with.
- Ensure that there is no discrimination related to the occupation of jobs or the freedom of workers in terms of their labour rights and collective bargaining.

Management approved.

Fene, 08 August 2022