

FSC® CHAIN OF CUSTODY POLICY

It is the intention of the Management of the CALMELL GROUP to promote responsible Forest Management and the FSC Chain of Custody®.

The implementation of a chain of custody system makes it possible to guarantee the environmental protection of forests and to ensure, through monitoring during the different stages of the process, that the products we sell to our customers are environmentally friendly.

Management manages monitoring, tracking, and handling in order to obtain a Chain of Custody Certification in accordance with FSC Certification standards® and to promote responsible forest management, ensuring the environmental protection of forests.

The CALMELL GROUP is committed to the occupational health and safety of its workers.

The CALMELL GROUP is committed to FSC values® as defined in the FSC-POL-01-004 policy, and the organisation does not take part either directly or indirectly in the following activities:

- a. Illegal logging or trade in illegal timber or forest products.
- b. Breaching traditional and human rights in forestry operations.
- c. Destroying high conservation values in silvicultural operations.
- d. Significant conversion of forests to plantations or other uses.
- e. Introducing genetically modified organisms into forestry operations.
- f. Breaching any of ILO's Fundamental Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

Furthermore, the CALMELL GROUP implements FSC working requirements® and therefore:

- It does not use child labour and does not employ workers under the age of 16. Furthermore, no person under the age of 18 is employed in hazardous or heavy work.
- It does not practice any form of forced or compulsory labour. Employment relationships are voluntary and based on mutual consent, without the threat of punishment.
- It does not discriminate in employment and occupation.
- It respects freedom of association and the effective right to collective bargaining.

It also makes available all the material and human resources necessary to meet these goals.

CALMELL has chain of custody certificate number SGSCH-COC-060640 and licence code C183415.

NOVEMBER 2025

CALMELL GROUP

Managing Director