

# Forest Policy

The Administration of Castelhano e Ferreira, SA intends to comply with all the requirements of the FSC® standard (FSC-C138172), showing its commitment to environmental conservation and its concern about the origin of the wood it uses in its production, making every effort to ensure that the wood it sells does not belong to any of the following categories:

- Illegally harvested wood;
- Wood harvested in violation of traditional and civil rights;
- Wood harvested in forests where high conservation values are threatened by management activities;
- Wood harvested in forests being converted to plantations or non-forest use;
- Wood from forests in which genetically modified trees have been planted;

The company intends to adopt sustainable forest management practices and disclose them to all stakeholders.

The management also commits itself in terms of safety, health and working conditions to comply with all applicable legislation including compliance with the Fundamental Principles and Rights at Work of the ILO (International Labor Organization) Declaration, namely:

- Provide training to all employees;
- Ensure the organization of the Safety, Hygiene and Health at Work services in accordance with the legislation in force;
- Worker's freedom of association, choosing their representatives or negotiating collectively with the company;
- No use of forced labor;
- Not hiring workers below the legal minimum age or the mandatory minimum schooling age, whichever is higher;
- Provide the same employment opportunities as well as equal treatment to all employees;
- Ensure adequate working conditions to all employees so as not to compromise their safety or health.

To implement its policy, it is essential to make its suppliers aware of good practices in this area, fostering their responsibility within the Forest Chain of Custody.

Leiria, 1st September 2022



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THE ADMINISTRATION,