

STANDARD POLICY FSC® FOR THE CoC (FSC-C-175409)

Seat Plastic Srl has as its strategic objective to offer products and services of excellence, operating according to the criteria of quality, respect for the environment, food safety and requirements recalled by the FSC standard FSC-STD-40-004. To this end, a management system compliant with the CoC FSC directives has been implemented, essential to demonstrate that its products derive from a responsible, correct, and transparent supply chain, capable of ensuring material traceability at every point in the supply chain involved, and proper forest management for eco-sustainability purposes.

Seat Plastic Srl is directly or indirectly committed to ensuring that the following activities are never permitted:

- a) Illegal cutting or illicit trade in timber or forest products
- b) Violation of traditional and human rights in forestry operations
- c) Destruction of maximum conservation values in forestry operations
- d) Significant conversion of forests into plantations or non-forest uses
- e) Introduction of genetically modified organisms into forestry operations
- f) Violation of the ILO Fundamental Conventions defined in the Declaration on Fundamental Principles and Rights at Work (1948)

Seat Plastic Srl is committed to complying with social health and safety requirements as provided for by national laws and to:

1. Verify statements made by suppliers regarding FSC certification on purchased raw material and administrative documents.
2. Ensure workers' freedom of association and rights for collective bargaining. These include employment contracts that do not prevent workers from joining/participating in workers' organizations and collective bargaining; access to representatives; transparent procedures for dismissal and bargaining with workers' representatives of legally recognized trade unions;
3. Do not obstruct the election of trade union representatives or the membership of trade unions for their employees. Trade union representatives will not be discriminated against and collective bargaining will be promoted
4. Prohibit the use of forced labor in all forms;
5. Ensure that staff perform their work voluntarily and therefore without constraints or threats of punishment;
6. Ensure respect for the freedoms and dignity of employees and collaborators. Prohibition of the use of any form of physical, corporal and mental coercion and verbal offences.
7. Ensure the minimum age (18 years) for hiring employees;
8. Do not employ child labor for its purposes and ensure that there are no such activities in its supply chain;
9. In the event that Seat Plastic accepts young workers for limited periods and for school-work alternation projects, it must ensure that they can attend school in such a way that the total time dedicated to school, work and transfers does not exceed 8 hours per day;
10. It guarantees for its workers the right to a living wage and working hours in accordance with the CCNL to which they belong;
11. Ensure equal work covering hiring, promotion, division of labor, and dismissal;
12. Ensure occupational health and safety, including its documentation and reporting.

Furthermore, **Seat Plastic Srl** is committed to raising awareness among its staff, customers and suppliers regarding issues related to responsible and eco-sustainable forest management.

In particular, the tasks and responsibilities assigned to each company function are clarified, in order to ensure the traceability of woody materials, maintaining the correct and effective application of production and management processes and achieving product objectives.

This policy is disseminated through this document to all interested parties which is posted on the company website and hung on the bulletin board.

Date
13/01/2026

Signature
Gianluca Bazzani
