

## FSC® C121689 CHAIN OF CUSTODY POLICY STATEMENT – Rev.2

It is Zintek S.r.l.'s policy to:

- Document, communicate, and promote its commitment to the environment, health and safety in the workplace, and social responsibility;
- Avoid plant-based raw materials from illegal felling, genetically modified forests, forests where major conflicts are underway, or those with HCVF (High Conservation Value Forest) certification.

Zintek S.r.l. declares that it is not involved, either directly or indirectly, in the following activities:

- Illegal felling or sale of wood or forest products;
- Forestry operations that violate traditions or human rights;
- Destruction of High Conservation Value Forests;
- Large-scale conversion of forests into plantations or into non-forestry use;
- Introduction of genetically modified organisms as part of forestry operations;
- Violation of any of the main conventions of the International Labour Organisation;
- Use of child labour;
- Use of any form of forced or compulsory labour;
- Labour or employment-related discrimination;
- Failure to allow freedom of association and the effective right to collective bargaining.

In line with the above, the Management has set the following goals:

1. To make FSC product groups (bearing the FSC trademark) available in line with market demands;
2. To confirm the supplier of purchased materials complies with the standards FSC–STD–40–004 and FSC–STD–50–001.

To ensure these goals are achieved, the Management has agreed to:

- a) Update the Quality Management System to meet the requirements of the relevant FSC standard, and so obtain and maintain Chain of Custody certification;
- b) Strengthen collaboration and improve communication with raw material (timber) suppliers;
- c) Maintain a collective commitment within the business to respect the FSC principles and criteria and to achieve a Chain of Custody through employee training;

d) Publicise the FSC Chain of Custody policy;

e) Maintain its SA8000 corporate social responsibility certification (certificate no. IT19/1070).

Porto Marghera, 06 May 2024

CEO, Zintek S.r.l

Gianni Schiavon

