

FSC POLICY

Trend srl is specialized in the production of wooden and iron furniture for offices, private homes and commercial activities. The company has decided to promote its commitment to the environment, health and safety in the workplace and social responsibility. This decision has led to the adaptation of its processes according to the FSC- Chain of Custody (FSC-COC) standard.

For this purpose TREND srl guarantees:

- the control of FSC certification of purchased FSC products;
- the correct management of FSC products also by Third Parties;
- Training of personnel involved in the FSC certification scheme;
- Compliance with the requirements of FSC-COC standards by applying what is defined in the FSC-COC System Management Manual and if the certified product is found to be non-compliant, suspend sale and inform the customer as defined in the Manual;
- Use of FSC logos only in association with FSC products we purchase;
- Willingness to support the verification of transactions that may be conducted by the BV or Accreditation Services International (ASI)

TREND SRL further declares, under its own responsibility, that it is not directly or indirectly involved in the following 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 other land uses;
- and) Introduction of genetically modified organisms into forestry operations

In applying the FSC fundamental labour rights requirements, **TREND SR** takes due account of the rights and obligations established by national law by pursuing the following principles:

CHILD LABOUR

No workers under 18 years of age are employed.

TREND SRL prohibits the worst forms of child labour and monitors that these requirements are also met by Suppliers involved in the FSC process.

FORCED AND COMPULSORY LABOUR

TREND SRL prohibits all forms of forced and compulsory labour by ensuring that all employment relationships are voluntary and based on mutual consent, without the threat of punishment. **TREND SRL** therefore guarantees that there are no indications of forced or compulsory labour, including but not limited to the following practices:

- physical and sexual violence

- bonded labour
- Salary withheld/including employment tax and/or deposit to start work
- restriction of mobility/movement
- Retention of passport and identity documents
- Threats to report the incident to the authorities.

DISCRIMINATION IN EMPLOYMENT AND OCCUPATION

TREND SRL ensures that there is no discrimination in employment and occupation.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING


TREND SRL respects freedom of association and the effective right to collective bargaining, and provides space for workers to meet. **TREND SRL** respects the rights of workers to engage in legal activities related to training, membership or support of a workers' organization, or to refrain from doing so, and will not discriminate against or punish workers for exercising these rights. **TREND SRL** applies the CCNL Metalmeccanico Industria.

TREND SRL has implemented an anonymous reporting method by placing a special box of the signals in the stamping area or by means of a mailbox at the address via delle industrie 2, 61038 Schieppe di Terre Roveresche, to the address of Matteo Signoretti, RLS and contact person to report any anomaly in the work environment, this mode also extends to compliance with this policy, so any internal or external employee who becomes aware of non-compliance can report it.

The reports will be taken into account for appropriate investigations.

All corporate resources are responsible for respecting the above principles and disseminating them within their organization.

The Management



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