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MADE IN ITALY FIRENZE

Policy on Fundamental Labor Rights

Respecting fundamental labor rights is a core value for **Alcas S.p.A**. through this policy, Alcas S.p.A.'s management communicates its commitment to uphold Fundamental Labor Rights both within and outside the organization. This commitment extends throughout the entire production chain, with the aim of fostering **transparent relationships with employees and stakeholders**.

Alcas S.p.A. pledges to remain an ethically responsible entity, playing a pivotal role in the socioeconomic development of the region where it operates. To achieve this, the organization annually updates this policy and conducts **self-assessments** related to core labor requirements, as outlined in the reference standard **FSC-STD-40-004 v.3-1**. These assessments focus on managing fundamental labor rights, aligning with relevant ILO conventions and applicable legal regulations. The documented results are made available to the relevant Certification Body.

Alcas S.p.A. actively manages the following rights, ensuring the adoption of appropriate procedures:

- **Prohibition of Child Labor**: The organization strictly prohibits and condemns any form of child labor. Alcas S.p.A. neither employs child labor nor hires workers below the age of eighteen. Additionally, the organization commits to avoiding business relationships with suppliers that engage in child labor, especially when it violates legal norms or involves hazardous or strenuous activities.
- **Policy on Fundamental Labor Rights**: Abolition of all forms of Forced and Compulsory Labor: The organization ensures and guarantees work environments where violence, harassment, intimidation, and other hazardous or destructive conditions due to internal or external threats are strictly excluded.
- **Abolition of Discrimination in Employment and Occupation**: The organization ensures the absence of any situation involving distinction, exclusion, or preference based on race, color, sex, religion, political opinion, national identity, social origin, or sexual orientation. Such practices must not undermine equal opportunities or treatment in employment or occupation. The organization also condemns any other form of distinction, exclusion, or preference that compromises equal opportunities or treatment in employment or occupation.
- **Respect for Freedom of Association and Effective Right to Collective Bargaining:** The organization respects freedom of association and the right to collective bargaining in accordance with national laws. Employees are free to join unions and negotiate their concerns. Alcas S.p.A., on its part, commits to collaborating with labor force representative organizations and maintaining meaningful and constructive relationships with local and national unions.

Alcas S.p.A. ensures that the requirements related to Fundamental Labor Rights are correctly implemented by all parties involved in the Chain of Custody management processes managed by the organization.

Non-Conformity Reports
Anyone who suspects or becomes aware of behaviors that do not comply with this Policy can report them through the following communication channels:
Email: info@alcas.it
Postal address: Via Livorno, 21 - 50142 Firenze (Italy)

Firenze, 23 February 2024

Stefano Casebasse, Direzione Generale

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