

Policy Statement

FSC® essential work requirements

In the application of the FSC® Essential Work Requirements, Madeireira Rio Claro Ltda, holder of the FSC® license code (FSC-C116490) declares that it takes into account the rights and obligations established by national legislation, while complying with the objectives of the requirements below:

- Do not use child labor;
- Do not employ persons under 18 (eighteen) years of age for night, dangerous or unhealthy work, and under 16 (sixteen) years of age for any work, except in the condition of Apprentice, from 14 (fourteen) years of age, not interfering with schooling and not harmful to health or development. Regular office hours will not interfere with school hours, ensuring access to education;
- Not allowing the practice of slave-like labor or any form of illegal work, as well as implementing efforts with its suppliers of products and services, so that they are also committed in the same sense;
- Work relationships are voluntary and based on mutual consent, without threat of penalty;
- There is no evidence of practices indicative of forced or compulsory labor, including but not limited to the following (physical and sexual violence, forced labor, withholding wages/including payment of employment fees and/or payment of a deposit to commence employment, restriction of mobility/movement, retention of passport and identity documents, threats to report to the authorities);
- Do not allow the practice of moral and/or sexual harassment, both among employees of any hierarchical level, as well as between them and the external audiences with which the company relates: customers, suppliers, service providers, public bodies and the press;
- Not allow the practice or maintenance of discrimination that restricts access in the employment relationship or the denial regarding sex, origin, race, color, physical condition, religion, sexual orientation, marital status, age or pregnancy status, as well as implementing efforts in this direction together with its suppliers of products and services;
- Not allow an employee to be disadvantaged, unfairly persecuted, or excluded because of his or her race, color, national origin, ancestry, religion, sex, age, sexual orientation, physical characteristics or appearance;
- Respect the rights of workers to engage in lawful activities related to forming, associating with, or assisting the organization of workers, or refrain from doing the same; and not to discriminate or punish workers for exercising these rights;
- Respect free association and the effective right to collective bargaining and different points of view, valuing frank and open conversation with unions, class associations and employees;
- Negotiate with legally established workers' organizations and/or duly selected representatives in good faith and with best efforts to reach a collective bargaining agreement.

Rio Azul, May 11th, 2022.

ROBERTO CEZAR WRONSKI

CEO

MADEIREIRA RIO CLARO LTDA