



Commitment to FSC® values

The Management of RDM Group is committed to ensuring that its activities are consistent with the values of the FSC® as described in the document FSC-POL-01-004.

The Management of RDM Group, having implemented the new version of the FSC-STD-40-004 V3-1 standard, shares and applies the requirements dedicated to work reported in par. 7.

To do this, personnel recruitment and management processes are in line with current Italian laws.

RDM Group's commitment is embodied not only in this commitment, but also in the daily activities that regulate working relationships with its employees.

- No use of child labour is made
- No forms of forced or compulsory labour are applied
- No forms of discrimination of any kind are applied
- The right of association of workers is respected and known

This commitment is made available to all stakeholders who request it freely.

RDM Group through its Management and the Representative of the Chain of Custody also declares that it is not directly or indirectly engaged 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) the significant conversion of forests into plantations or non-forest use;
- e) introduction of genetically modified organisms into forestry operations;
- f) The violation of one of the fundamental ILO conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
- g) Reno de Medici is committed to respecting the needs of health and safety at work in accordance with current national laws.

Signed Reno de Medici SpA
The CEO Ing. M. Bianchi
Milano 01/03/2023

A handwritten signature in black ink, appearing to read 'M. Bianchi', written over a horizontal line.