

The discussion on the environment and the measures to guarantee its protection and safeguard are increasingly important and discussed at a global level; companies are increasingly asked to pay attention to the environmental impact of a product or service and its eco-sustainability. The choice of the raw material to be used for the manufacturing of its products becomes fundamental on this issue, a choice that must include a correct and sparing use of the planet's natural resources and/or the use of recycled materials to keep the ecosystem intact.

Wood is for Skema the main raw material for most of the products, therefore in order to fulfil this task the sustainable management of the forests becomes a priority, as they are the natural living space for many species of animals and different ethnic groups as well as ensure the climatic balance of our planet.

In response to increasing public attention to these aspects and to the needs of a constantly evolving market, and in order to provide "certified" proof of the principles of environmental and social responsibility, **SKEMA S.p.A. has obtained FSC® and PEFC™ chain-of-custody certifications in order to guarantee the eco-compatible management of the entire production chain, from the forest to the production of the finished wood product**, committing itself to observe the requirements laid down by the respective "CoC" regulation standards and contributing to the safeguard of forestry activities:

- a. comply with local, national, or international legislation related to forestry activities in particular regarding:
 - ✓ Silvicultural and harvesting operations including biodiversity conservation and conversion of forests to other uses;
 - ✓ Management of areas with recognised environmental and cultural high values;
 - ✓ Specie protette e in pericolo, includendo i requisiti del CITES;
 - ✓ Health and work issues of forest workers;
 - ✓ Ownership, possession and user rights of indigenous peoples;
 - ✓ Third parties' ownership, possession and rights of use;
 - ✓ Payment of taxes and fees.
- b. are in compliance with the legislation in force in the country of harvesting with regard to trade and customs requirements in the forest sector;
- c. do not use genetically modified organisms of forest origin;
- d. do not convert forests into other types of vegetation, including conversion of primary forests into forest plantations.

SKEMA S.p.A. also declares that it pays great attention to ethical aspects in its work and respects:

- FSC® and PEFC™ requirements on job fundamental rights;
- the Italian regulation in force and the National Collective Labour Contract "Legno Arredo";
- health and safety at work requirements based on the ILO Declaration on Fundamental Rights and Principles at Work, in particular:
 - ✓ does not prevent workers from freedom of association, the choice of their representatives and the effective right to collective negotiation;
 - ✓ does not use forced and compulsory labour;
 - ✓ does not use workers below the minimum legal age;
 - ✓ does not discriminate workers with respect to employment-profession, job opportunities and treatment;
 - ✓ does not endanger the safety or health of workers through unsuitable working conditions;
 - ✓ working conditions do not endanger safety or health.

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SKEMA S.p.A.
Chief Executive Officer
Nicola De Menis

