

Policy of the FSC® Multisite Chain of Custody **(Logo license code FSC-C148644)**

PPM INDUSTRIES. SPA and its affiliated companies, members of the Multisite Chain of Custody (PPM GROUP), have decided to guarantee their customers the production of masking tapes and other adhesive tapes with FSC® certified materials and to implement a chain management system. FSC® case according to FSC® Standard.

The PPM GROUP Management has therefore established an FSC® Chain of Custody Self-Declaration Policy appropriate for the purposes of the organization, in accordance with Section 1.3, 1.5 and 1.6 of the FSC-STD-40-004 V3.1 standard (FSC -POL-01-004, Policy for the Association of Organizations with FSC®) and consistent with the company code of ethics and all other policies of the organization.

PPM GROUP undertakes to:

- Implement, maintain and improve the FSC® chain of custody management system according to FSC-STD-40-004 V.3.1 and FSC-STD-40-003 V2.1 standards
- train the personnel directly involved in the Chain of Custody System and ensure the proactive involvement of all employees in the implementation and improvement of the FSC® COC management system
- use the FSC® logo as defined in FSC-STD-40-004 V.3.1
- ensure its availability to accept unscheduled inspections and cross-checks required for the operations performed by ASI and certification bodies;
- ensure the involvement of suppliers and subcontractors in compliance with the FSC® COC regulations and promote the adoption of the FSC® chain of custody management system throughout its supply chain

PPM GROUP also declares, under its own responsibility, not to be directly or indirectly involved in the following unacceptable activities:

- Illegal logging or illegal trade in timber or forest products
- Destruction of high conservation values in forestry operations
- Significant conversion of forests to plantations or non-forest use
- Introduction of genetically modified organisms in forestry operations

PPM GROUP is convinced that people add value to the company and for this reason it promotes a correct and transparent management of "human assets" and the awareness of employees, suppliers and external collaborators, to respect the principles of Ethical, Social and Environmental Responsibility established in the international conventions and recommendations, including the resolutions of international organizations such as the ILO - International Labor Organization and the principles enshrined in the ETI - Ethical Trading Initiative

The essential principles on which the management of human heritage is based are:

- guarantee health and safety at work in the workplace, in compliance with the legislation in force in all the states in which PPM GROUP operates
- apply the legislation most favorable to the worker, in the event that national laws, other local laws in force on the subject of work and current sector regulations govern the same matter
- reject practices that violate human rights (according to the United Nations Guiding Principles on Business and Human Rights) and adopt procedures and behavior that are open and respectful of these rights
- remove discriminatory practices and unequal treatment based on issues of race, nationality, religion, disability, gender, sexual preference, trade union membership or political affiliation
- promote and improve the conditions of health and safety and physical and mental well-being of its collaborators through the creation of healthy and comfortable work environments
- not to use minors or accept the use of child labor throughout their supply chain, in compliance with national and international laws in support of the protection and protection of the psycho-physical development of the child

PPM GROUP has also defined its own Code of Ethics, in which it undertakes to:

- undertake and pursue all actions, operations and transactions referable to the Company in full compliance with legality, impartiality, the principles of fair competition, be managed with the utmost fairness, inspired by the completeness and transparency of information, be supported by documentary evidence and be able to be subjected to checks and controls;
- to base relations with the Authorities on maximum transparency and collaboration, in full compliance with their institutional functions;

With this Policy PPM GROUP declares to:

- measure the adequacy, effectiveness and compliance of the COC System through periodic audits and reviews.
- carry out periodic monitoring and continuous improvement of the general conditions of management and enhancement of its human assets.

Brembate, 06/07/2022

Matteo Pellegrini
CEO - PPM Industries SpA

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Giovanna Marniga
Chain Of Custody Representative PPM Industries
SpA and Multisite Central officer manager

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