

COMPANY POLICY

For several years, ALIAS has been dedicating its company resources to the development and improvement of its Management System for Quality, the Environment and the Chain of Custody of wood.

Management considers it important to contribute to the FSC organisation's mission of promoting environmental protection and ethical management of the world's forests, by implementing and enforcing a Chain of Custody (CoC) System for its products.

With a view to continuous improvement, ALIAS has developed its own Quality Management System (QMS) in order to guarantee a product/service based on the maximum satisfaction of its customers and, more generally, of all interested parties.

ALIAS therefore defines the following points as the reference principles of its Quality, Environment and FSC Chain of Custody Policy:

Customer and stakeholder focus	<p>Understand customer needs and plan their activities to fully meet them and operate within the demands and requirements:</p> <ul style="list-style-type: none"> ▪ Of the target market, ▪ Of the country in which it operates, complying with laws and regulations, in particular, ensuring compliance with regulatory requirements on health and safety at work and on the environment; ▪ Of all the parties involved in its critical processes. ▪ Ensure that complaints received, concerning ALIAS' compliance with the requirements applicable to the scope of the CoC certificate, are properly considered, defining the necessary operational procedures.
Process approach	<p>Identify the different business activities as processes to be planned, controlled and constantly improved and activate the resources for their implementation in the best possible way.</p> <p>Manage the processes so that they are unique:</p> <ul style="list-style-type: none"> ▪ The objectives to be pursued and the expected results, ▪ The responsibilities involved and the resources deployed.
Leadership	<p>Assume responsibility for the effectiveness of the Management System, making all necessary resources available and ensuring that the planned objectives are compatible with the context and the company's strategic guidelines.</p> <p>Communicate the importance of the Management System and actively involve all stakeholders, coordinating and supporting them.</p> <p>Plan the processes with a risk-based thinking (RBT) approach in order to implement the most appropriate actions to:</p>
Risk and opportunity assessment	<ul style="list-style-type: none"> ▪ Assess and deal with risks associated with the processes, ▪ Exploit and reinforce identified opportunities. <p>Promote at all levels an appropriate sense of proactive behaviour in managing their own risks.</p> <p>Ensure the mitigation of risks to the organisation, to the health and safety of workers in the workplace and to the environment.</p>
Staff and stakeholder engagement	<p>Management is aware that the involvement of staff and all stakeholders, together with the active participation of all employees, is a primary strategic element.</p> <p>Promote the development of internal professionalism and the careful selection of external collaborations in order to have competent and motivated human resources.</p> <p>Ensure the competence of company staff in the implementation of the CoC management system, through appropriate targeted training programmes.</p> <p>Ensure a commitment to cooperate with <i>due diligence</i> assessment bodies, including in the identification of an organization or individual suspected of engaging in the unacceptable activities listed above.</p>
Improvement	<p>The Management sets itself the permanent objective of improving the performance of its Management System.</p>

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The preliminary assessment of risks and opportunities related to business processes, internal and external audits, and management review are the tools ALIAS uses to constantly improve.

The instrument chosen for the pursuit of its Policy by the Organization is a Quality Management System in compliance with UNI EN ISO 9001, 2015 edition, integrated with a CoC-FSC Management System and an Environmental Management System compliant with UNI EN ISO 14001:2015.

Management also DECLARES its commitment to ensuring that products falling within the scope of its CoC Control System do not derive from organisations involved in the following activities:

- a) Illegal registration or trade in illegal alloys or forest products,
- b) Violation of traditional and human rights in forestry operations,
- c) Destruction of high conservation values in forestry operations,
- d) Significant conversion of forests to plantations or non-forest use,
- e) Introduction of genetically modified organisms in forestry operations,
- f) Violation of any of the ILO1 Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, such as:
 - freedom of association and effective recognition of the right to collective bargaining,
 - elimination of forced labour,
 - abolition of child labour,
 - elimination of discrimination in the workplace and in employment.

The Management undertakes to sign this declaration and disclose it to all employees and collaborators

The **MANAGEMENT**

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