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Management System for Quality, Environment and Chain of Custody - FSC®
Subject: **COMPANY POLICY**

ALIAS has been on the market since 1979 producing furniture and design objects with a simple and direct language, concise in form and innovative in substance. The brand has been able to establish itself over time thanks to the company's ongoing efforts to improve product quality and creative research, as well as its cutting-edge production capabilities and technology, communication image, and marketing expertise.

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

In particular, it is dedicated to developing environmentally friendly products while reducing its environmental impact by implementing policies that touch all aspect of its operations. Its dedication to the environment is demonstrated by its ongoing search for environmentally friendly solutions at every point in the production process, including zero-km production using local suppliers and producers (reducing the environmental impact of transportation), the use of high-quality raw materials for durable products, and the production of items that can be disassembled and repaired (reducing waste and refuse).

To incorporate corporate sustainability into all organisational operations, the corporation has a committed, cross-functional team.

In order to guarantee a product or service that is distinguished by maximum satisfaction of its customers and, more generally, of all stakeholders, ALIAS has developed its own Integrated Management System, based on risk analysis to minimise danger and maximise production efficiency. Through regular maintenance and repair, the company's after-sales team is dedicated to supporting consumers and prolonging the lifespan of a product.

The involvement of staff and all stakeholders, together with the active participation of all employees, is considered a primary strategic element. To achieve this, Management has developed a tailored plan by compiling the requirements of the various working areas and ensuring continual training activities for all company employees.

ALIAS has recognised risks related to procedures and potential for improvement through its Risk-Based Thinking (RBT) methodology, and it supports an appropriate sense of proactivity in managing its risks at all levels. Ensure the mitigation of risks to the organisation, to the health and safety of workers in the workplace and to the environment.

New goals for the management of internal activities, including increasing staff awareness of environmental issues, using renewable energy sources for electricity supplies, reducing non-hazardous special waste, and optimising printed paper consumption, were also a focus of the development of the Environmental Management System.

ALIAS has set a new goal for the next few years regarding the release of new products onto the market that are classified as "sustainable," or with a low environmental impact. This is done in an effort to reduce negative externalities on the environment.

It intends to establish a sustainability indicator that takes the following considerations into account in order to be able to assess and monitor the environmental sustainability of its products:

- Materials that are usable and highly durable (using high-quality, recyclable, or recycled materials);
- Disassemblability of the product (it can be disassembled for end-of-life recycling and parts replacement);
- Minimisation of processing waste.

ALIAS also guarantees full compliance with applicable laws as well as other regulations, including non-statutory ones, applicable to and accepted by the organisation in the product/service and environmental fields.



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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. The aim, in the coming years, is to increase the use of wood from certified forests and extend certification to other product lines, in addition to the existing Techwood, Segesta/Taormina wood and Slim wood.

The company makes sure that complaints regarding compliance with conditions related to the CoC certificate's scope are properly taken into account and establishes the operational procedures required for their resolution.

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 ILO's 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.

During its yearly review, management affirms and/or updates the company policy, and it commits to adhering to it and making it known to all workers and associates.

Management