



The company **PICDA S.L. (PLÁSTICOS INDUSTRIALES Y COMERCIALES DE ALFARRASÍ, S.L.)** develops its activity of manufacture and sale of paper bags and envelopes, committing itself to supply products that meet the quality requirements agreed with the customer, including legal and regulatory requirements, in addition to those demanded by the company itself and establishing mutually beneficial relationships with its suppliers.

Through the implementation of a Chain of Custody System in accordance with the regulations of the FSC® and PEFC® reference bodies, it minimizes the risk that the raw material has been used in non-compliance with the applicable legislation in the country of origin. The objective of adhering to these systems is to provide customers with accurate and verifiable information on products, guaranteeing that they come from sustainably managed forests, respecting our environment as much as possible. The Management of **PICDA, S.L.**, presided by David Rejón Asenjo, by signing the following policy, explicitly declares to have read and understood the "Policy for the association of Organizations with the FSC®" established in the policy FSC-POL-01-004 and the social, safety and occupational health requirements established in the policy PEFC® ST 2002:2020. Furthermore, it declares that it is not directly and indirectly involved in the following activities:

- a) Illegal logging or trade of illegal timber or forest products;
- b) Violation of traditional and human rights in silvicultural operations;
- c) Destruction of high conservation values in silvicultural operations;
- d) Significant conversion of forests to plantations or other uses;
- e) Introduction of genetically modified organisms in silvicultural operations;
- f) Violation of any of the ILO Core Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work (1998); adopting and implementing policy statement(s) covering FSC® core labor requirements, supported by compliance with:
 - 1. Articles 9 to 32 of the Spanish Constitution
 - 2. Current Regulatory Framework of the Valencian Community
 - 3. Certificates of third party audits by entities accredited by ENAC.
 - 4. Labor harassment protocol

PICDA, S.L. also makes the following commitments:

- ✓ Ongoing compliance with applicable legislation and regulations
- ✓ Training of employees on Chain of Custody regulations and certification systems.
- ✓ Compliance with social and OSH requirements defined by the International Labor Organization.
- ✓ Does not prevent workers from associating freely, electing their representatives, or bargaining collectively with the company.
- ✓ There is no use of forced labor, nor is the hiring of minors allowed.
- ✓ Workers are not denied equal opportunities or discriminated against on the basis of sex, race, religion, etc.
- ✓ It does not endanger the safety or health of workers.

Alfarrasí, June 13th, 2025


David Rejón
Director General