

The company, Calheiros Embalagens S.A., undertakes to comply with:

1. FSC® Values (FSC-C141198) (FSC-POL-01-004 v2.0) and declares that it is neither involved nor directly or indirectly, in the following activities:

- Illegal logging or trade in illegal wood or forest products;
- Violation of traditional values and human rights in forestry operations;
- Destruction of high conservation value in forestry operations;
- Significant conversion of forests to plantations or non-forest use;
- Introduction of genetically modified organisms in forestry operations;
- Violation of any of the fundamental Conventions of the International Labour Organization (ILO), as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

2. FSC® Essential Work Requirements (FSC-C141198)

2.1. The organization does not use child labour, namely:

- a) Workers under the legal minimum age of 16 are not allowed, and if they exist, they must have completed compulsory schooling or be enrolled and attending school;
- b) If there is a minor worker (under 18 years of age) he cannot perform work considered dangerous or heavy in compliance with applicable labour legislation;

2.2. The organization guarantees that it does not have forms of forced and compulsory labour:

- a) Work relationships are voluntary and based on mutual consent, without the threat of penalties;
- b) There are no forced or compulsory labour practices, including but not limited to the following:
  - Physical and sexual violence
  - Forced labour
  - Withholding of wages/including payment of employment fees and/or payment of deposit to commence employment
  - Restriction of mobility/movement
  - Retention of passport and identity documents
  - Threats of reporting to the authorities.

2.3. The Company guarantees that there is no discrimination at work (it guarantees equal employment opportunities and equal treatment).

2.4. The organization respects freedom of association and the effective right to collective bargaining:

- a) Workers can establish or join workers' organizations as they wish;
- b) The Company respects the complete freedom of workers' organizations to draw up their statutes and rules;
- c) The company respects the rights of workers to engage in legal activities related to training, association or assistance with workers' organizations or to refrain from doing so; and does not discriminate or punish workers for exercising these rights;
- d) The organization deals with legally established workers' organizations and/or duly selected representatives, in good faith and making best efforts to reach a collective bargaining agreement;
- e) Existing collective bargaining agreements are implemented.

Ermesinde, January 5, 2022

  
(The Administration)