

Policy Regarding FSC® Essential Labor Requirements

Marzo Vitorino Indústria e Comércio de Móveis Ltda, hereby declares, for proper purposes, in accordance with FSC-STD-40-004 Version 3-1 dated 14/02/2021, that:

As a company holding FSC® certification (FSC® License Code C-124056), we commit, within the principles of ethics and morality, to comply with the essential labor requirements established by FSC®, as published in section 7 of FSC-STD-40-004 Version 3-1.

MARZO VITORINO DECLARES THAT:

1. We do not employ child labor.

1.1 We do not employ workers under the age of 18, except as apprentices, whose minimum age for hiring is 14 years old;

1.2 We prohibit the worst forms of child labor, i.e., any activities that endanger the safety, health, integrity, and morality of children, such as all forms of forced labor, servitude, recruitment for prostitution, child pornography, or any other illicit activity, as well as hazardous work.

2. We condemn all forms of forced and compulsory labor.

2.1 Our employment relationships are voluntary and based on mutual consent, without the threat of penalty;

2.2 We have no evidence of practices indicative of forced or compulsory labor, including, among others, the following:

- Physical and sexual violence;
- Forced labor;
- Retention of wages, including payment of employment fees and/or payment of deposits to start employment;
- Restriction of mobility/movement;
- Retention of passports and identity documents;
- Threats of reporting to authorities.

3. We ensure that there is no discrimination in employment and occupation

3.1 Our employment and occupational practices are non-discriminatory, with no distinction based on race, gender or gender identity, age, religion, social origin, political opinion, sexual orientation, or any other treatment that may have the effect of limiting equal opportunities in employment.

4. We respect the freedom of association and the effective right to collective bargaining.

4.1 Our employees may establish or join workers' associations of their own choosing.

4.2 We respect the complete freedom of workers' organizations to formulate their constitutions and rules.

4.3 We respect the rights of workers to engage in lawful activities related to the formation, joining, or assistance to workers' organizations or to refrain from doing so, and we do not discriminate against or punish our employees for exercising these rights.

4.4 We negotiate with legally established workers' associations and/or duly selected representatives in good faith, and make every effort to reach a collective bargaining agreement.

4.5 Collective bargaining agreements, when applicable, are duly implemented.

It is worth noting that the essential labor requirements of FSC® are already fully incorporated into Brazilian legislation through the following laws:

Category	National Legislation
Child Labor	Decree-Law 5452/1943 (Consolidation of Labor Laws - CLT) , Article 402 to 441 – establishes the prohibition of any work for individuals under 16 years of age, except as apprentices, from the age of 14.
Forced Labor	Decree-Law No. 2.848/1940 (Penal Code) , Article 149 – establishes penalties for those who subject someone to forced labor or exhausting work hours.



Discrimination	Constitution of the Federative Republic of Brazil of 1988 , Article 7, Paragraph XXX – provides for the prohibition of differences in wages, job functions, and admission criteria based on gender, age, race, or marital status.
Freedom of Association and the Right to Collective Bargaining	Constitution of the Federative Republic of Brazil of 1988 , Article 8 and following – The Federal Constitution provides for the freedom of professional or union association, provided that certain requirements are observed, such as the prohibition of interference or intervention by the Public Power in union organization. Another example is the absence of obligation for any professional to affiliate or remain affiliated with the union of their category.

At Marzo Vitorino, compliance with these laws can be assessed through various pieces of evidence, such as: employment contracts, job postings, verification of employee documentation, interviews with employees, external audits, internal communication, etc.

The essential labor requirements, as stated by FSC®, are not only the legal foundation of our work but also, from an ethical and moral standpoint, they represent the minimum requirements for a work environment.