

FSC® AND PEFC CORPORATE POLICY

Florian Spa Management which has always been attentive to the respect for the environment and sustainable development of resources, aim to implement within its organization a Custody System certified according to the international standards FSC and PEFC; standards that guarantee the origin of products of wood origin, from forests managed in an environmentally, socially and economically responsible way, thus avoiding:

- Illegal logging and/or illicit trade in timber or forest products;
- The violation of traditional human rights;
- The destruction of maximum conservation values;
- The significant conversion of forests to plantations or non-forest use;
- The introduction of genetically modified organisms;
- The violation of the "Fundamental Principles and Rights at Work" enshrined by the International Labor Organization in terms of the prohibition of the use of child labor, forced labor and all kinds of discrimination in employment and occupation, and the guarantee to its employees regarding the freedom of voluntary membership in associations of a trade union nature, as well as the effective right to collective bargaining.

Through this document, Florian's Management requests to all stakeholders of the group companies, particularly Florian Legno Spa, Iskraleigno srl, Flo.it, FC Legnamisrl, Bizzarri srl, Priula Furnir srl, Elda drvo doo, Di Cazma doo, Lipovljani Lignum doo, OTK doo, Drvna Industrija Novoselec doo, Flo Veneer doo, Drvo-Prom doo, Magyarplan kft and Marsolat sas commitment so that these principles can be shared and disseminated as much as possible and thus directly and/or indirectly incentivize the development of FSC and PEFC certifications in the world.

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ELVIO FLORIAN



FLORIAN S.p.A.
Via Castellana, 48/A
31039 RIESE PIO X (TV)
P.IVA 03621990260
Tel. 0423.4532 - Fax 0423.746588
info@florianinc.com - www.florianinc.com