

ESSENTIAL JOB REQUIREMENTS POLICY STATEMENT - FSC®

Cavaletti S/A Cadeiras Profissional formalizes its adherence to the FSC Essential Work Requirements Policy, taking into account the rights and obligations of the national legislation.

Thus, we undertake to follow the guidelines of Brazilian legislation and seek compliance with the fundamental rights of workers established in the conventions of the International Labor Organization, in the Universal Declaration of Human Rights, in the United Nations Convention.

We are also committed to strict compliance with the relevant legislation and established union agreements.

In particular, we refer to the precepts established in the International Standard of SA 8000, described below:

1. Child Labor

Our organization will make every effort to eradicate child labor, especially in our network of suppliers and service providers. In the event that there are children developing some activity in our facilities, we are committed to adopting all the necessary measures to guarantee their health, safety and education until they reach the age of 16.

2. Forced or Compulsory Labor

Our organization does not condone the deliberate exploitation of forced or compulsory labor in any form.

3. Health and Safety

Our organization is committed to taking the necessary measures to ensure adequate conditions in the workplace to preserve the health and safety of our employees.

4. Right to Association and Collective Bargaining

Our organization recognizes and respects the right of all our employees to form or join unions and employee representations and collectively negotiate their interests.

5. Non-Discrimination

Our organization does not accept that people are treated differently or given different opportunities because of their ethnic ancestry, race, gender, religion, disability, national origin, sexual orientation, social class, union membership or political affiliation. We always respect democratic principles and tolerance for the opinion of others.

6. Disciplinary Practices

Our organization does not accept punishment involving physical or mental coercion, verbal abuse or any form of harassment. All disciplinary measures must observe their specific procedures.

7. Workday

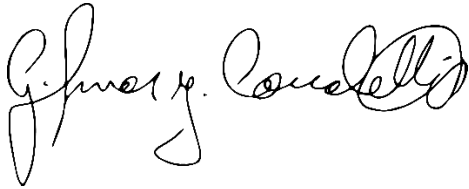
The working hours in our organization will be established to avoid excessive fatigue of our employees and allow them enough time for leisure, for family life and for the development of non-professional activities.

8. Remuneration

In our organization, wages and benefits granted to our employees will be sufficient to meet their basic needs. Our organization will allocate resources and will define responsibilities to ensure strict compliance with these precepts and we undertake to communicate any deviations that may eventually occur as well as the adopted repair measures.

All our employees will be notified of our commitment to the fundamental rights of workers.

Erechim, February 25, 2022.



Gilmar José Cavaletti
CEO



Mário Luiz Cavaletti
Vice President