

Quality and Supply Policy

Irmade, S.A., as a company dedicated to the production and marketing of interior wooden doors, seeks through its Quality Policy to define Quality principles aimed at:

- Meeting the needs and expectations of customers and other interested parties;
- Optimizing its profitability;
- Complying with customer, legal, regulatory, and normative requirements;
- Continuously improving the effectiveness of its Quality Management System and Chain of Custody.

Furthermore, within its **Procurement Policy, and within the scope of the Certification of its Chain of Custody under License Number FSC® C193133**, the company formalizes its commitment to comply with occupational health and safety requirements, to consume materials from **responsible sources** that comply with all applicable legislation on wood and wood-based products, promoting the **responsible use of resources** and contributing to the reduction of intensive forest exploitation.

Irmade, S.A also declares and ensures that its workers are not prevented from freely associating, choosing their representatives, or collectively bargaining with the employer; that its workers are not forced to work and that it does not resort to forced labour; that it does not employ workers below the legal minimum age or the minimum compulsory schooling age; that its workers have equal employment opportunities and receive equal treatment; and that working conditions do not compromise the safety or health of its workers.

Irmade, S.A also commits to ensuring that it is not directly or indirectly involved in the illegal trade of wood or wood-based products, genetically modified trees, or controversial wood and/or wood from controversial sources, including those originating from:

- Wood that has been traded at some point in the chain of custody by armed groups, whether rebel factions or soldiers, or by a civil administration involved in armed conflicts or its representatives, either to prolong the conflict or to profit from it. (...) Controversial wood is not necessarily illegal, and wood exploitation may, by itself, be a direct cause of conflict.

Irmade, S.A also commits to not being associated with activities that:

- Do not comply with local, national, or international legislation applicable to forest management, including, among others, forest management practices; nature and environmental protection; endangered and protected species; land ownership, possession, and use rights of indigenous peoples, local communities, or other affected stakeholders; health, labour, and safety issues; anti-corruption; and the payment of applicable fees and taxes;

- The capacity of forests to produce a variety of wood and non-wood products **responsibly** is not maintained, or harvest levels exceed a rate that can be sustained in the long term;
- Forest management does not contribute to maintaining, conserving, or improving biodiversity at the landscape, ecosystem, species, or genetic levels;
- Areas of high ecological value forests are not identified, protected, conserved, or designated as *set aside*;
- Forest conversions occur, except in justified circumstances where the conversion: complies with national and regional land-use and forest-management policies and legislation; and does not negatively impact areas of high ecological value forests, areas of significant cultural and social value, or other protected areas; and does not destroy high carbon-storage areas; and contributes to long-term conservation, economic, and/or social benefits;
- Do not respect the ILO Declaration on Fundamental Principles and Rights at Work (1998) and the United Nations Declaration on the Rights of Indigenous Peoples (2007).

To verify effective compliance with these principles, **Irmade, S.A. conducts an annual self-assessment of basic labour requirements and makes it available to the certification body and**, upon request, to other interested parties.

This Quality and Procurement Policy is issued annually to the certification body, posted within the company, published on the website, and made available for consultation to other interested parties upon request. It shall be complied with and enforced.

Vale Travesso, 20 July 2026

Isabel Marinho

Administrator for Quality and Chain of Responsibility Department