

	<b>CompanyBox</b> <b>Certification Documented Control System</b>		
Document: CB-POL-001 Sustainable Forestry Policy	Last Revised: 10/23/2024	Version: 4	

CompanyBox (CB) is committed to ensuring its products come from sustainable sources and encourages employees to broaden the practice of sustainable forestry. To accomplish this commitment, the company shall comply with the Sustainable Forestry Initiative® (SFI®) Chain of Custody Standard, the Forest Stewardship Council® (FSC®) Chain of Custody Standard, the FSC Controlled Wood Standard and corporate policies. These third-party certifications and corporate policies demonstrate the company’s best efforts to better track the sources of its fiber as well as avoid trading and sourcing wood fiber from unacceptable or controversial sources:

<u>FSC Controlled Wood Unacceptable Sources</u>	<u>SFI Controversial Sources</u>
<ul style="list-style-type: none"> <li>a. illegal logging or the trade in illegal wood or forest products;</li> <li>b. violation of traditional and human rights in forestry operations;</li> <li>c. destruction of high conservation values in forestry operations;</li> <li>d. significant conversion of forests to plantations or non-forest use;</li> <li>e. introduction of genetically modified organisms in forestry operations;</li> <li>f. violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.</li> </ul>	<ul style="list-style-type: none"> <li>a. Forest activities that are not in compliance with applicable state, provincial, federal, or international laws.</li> <li>b. Forest activities that are contributing to regional declines in habitat conservation and species protection (including biodiversity and special sites, Alliance for Zero Extinction sites and key biodiversity areas threatened and endangered species).</li> <li>c. Conversion sources originating from regions experiencing forest area decline.</li> <li>d. Forest activities where the spirit of the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at work (1998) are not met.</li> <li>e. Forest activities where the spirit of the United Nations Declaration on the Rights of Indigenous Peoples (2007) are not met.</li> <li>f. Fiber sourced from areas without effective social laws.</li> <li>g. Illegal Logging including trade in CITES (The Convention on International Trade in Endangered Species of Wild Fauna and Flora) listed species.</li> <li>h. Conflict Timber</li> <li>i. Genetically modified trees via forest tree biotechnology.</li> </ul>

CompanyBox shall comply with all applicable social laws at the federal, state, and local levels in the United States. These social laws include, but are not limited to, such laws as those covering civil rights, equal employment opportunities, anti-discrimination and anti-harassment measures, workers’ compensation, Indigenous Peoples’ rights, workers’ and communities’ right to know, prevailing wages, workers’ right to organize and occupational health and safety.

CompanyBox supports the application of the FSC core labor requirements and shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the following requirements.

- CompanyBox shall not use child labor.
- CompanyBox shall eliminate all forms of forced and compulsory labor.
- CompanyBox shall ensure that there is no discrimination in employment and occupation.
- CompanyBox shall respect freedom of association and the effective right to collective bargaining.

This policy has been communicated to all affected suppliers. On request it is available to customers and other interested parties.

Kyle DeJesus – President

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