

	<b>POLÍTICA COC</b>	A01-MCOC Ed.1 Fecha: 06-2024
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The Management of SKLUM HOME AND DECO S.L. is committed through this policy to the use of sustainable materials, publicly declaring not to be involved directly or indirectly in:

- Illegal trade of timber or timber products,
- Violation of human or traditional rights in forestry operations,
- Destruction of high conservation values,
- Conversion of natural forests to plantations or other uses,
- The introduction of genetically modified organisms in forest management,
- Violation of ILO Conventions and social and occupational health and safety requirements.

With regard to compliance with labour requirements, our company is committed to the following principles:

- No child labour shall be used
- Workers under 15 years of age or under the minimum age stipulated in national or local laws or regulations shall not be employed.
- No person under 18 years of age is employed in hazardous or heavy work, except for that whose purpose is training within approved national laws or regulations.
- All forms of forced or compulsory labour must be eliminated.
- Employment relationships are voluntary and mutually agreed upon.

There are no practices related to forced labour obligations, including:

- Physical and sexual violence
- Mobility restrictions
- Withholding of passports and identity documents
- Servitude work
- Withhold wages
- It must be ensured that there is no discrimination in employment and occupation.
- Freedom of association and the effective right to collective bargaining must be respected.
- Workers may create or join workers' organizations of their choice.
- The full freedom of workers' organizations to draft their own constitutions and rules must be respected.

Signed:



Date: 30/6/2024