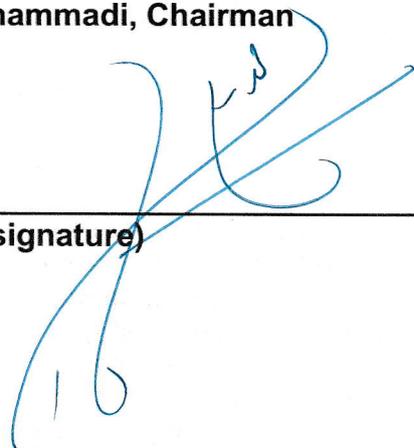


Intelligent Globular Trading Company **Management commitment**

1. ***Intelligent Globular Trading Company Oy*** (hereinafter - the Organization) Name, surname, position undertake to control the sources of timber and to comply with the following requirements set out in the timber supply chain standard PEFC ST 2002: 2020.
2. The Organization undertakes to purchase, use and sell only legally and fairly obtained raw materials that do not come from conflicting sources. Contradictory sources are forest and timber materials sourced from sources that meet the following conditions at any stage of the supply chain:
 - a) Activities not complying with applicable local, national or international legislation on forest management, including but not limited to forest management practices; nature and environmental protection; protected and endangered species; property, tenure and land-use rights for indigenous peoples, local communities or other affected stakeholders; health, labour and safety issues; anticorruption and the payment of applicable royalties and taxes.
 - b) Activities where the capability of forests to produce a range of wood and non-wood forest products and services on a sustainable basis is not maintained or harvesting levels exceed a rate that can be sustained in the long term.
 - c) Activities where forest management does not contribute to the maintenance, conservation or enhancement of biodiversity on landscape, ecosystem, species or genetic levels.
 - d) Activities where ecologically important forest areas are not identified, protected, conserved or set aside.
 - e) Activities where forest conversions occur, in other than justified circumstances where the conversion:
 - i. Is in compliance with national and regional policy and legislation applicable for land use and forest management, and
 - ii. Does not have negative impacts on ecologically important forest areas, culturally and socially significant areas, or other protected areas, and
 - iii. Does not destroy areas of significantly high carbon stock, and
 - iv. Makes a contribution to long-term conservation, economic, and/or social benefits.
 - f) Activities where the spirit of the ILO Declaration on Fundamental Principles and Rights at Work (1998) is not met.
 - g) Activities where the spirit of the United Nations Declaration on the Rights of Indigenous Peoples (2007) is not met.
 - h) Use of Conflict timber - "Timber that has been traded at some point in the chain of custody by armed groups, be they rebel factions or regular soldiers, or by a civilian administration involved in armed conflict or its representatives, either to perpetuate conflict or take advantage of conflict situations for personal gain. (...) Conflict timber is not necessarily illegal." The exploitation of timber may itself be a direct cause of conflict.
 - i) Use of genetically modified trees - Trees in which the genetic material has been altered in a way that does not occur naturally by mating and/or natural recombination, taking into account applicable legislation providing a specific definition of genetically modified organisms.
3. The Organization shall identify, provide and maintain the infrastructure and technical support necessary for the effective implementation and maintenance of its PEFC chain of custody in accordance with the requirements of this standard.

4. The Organization shall ensure and, where appropriate, demonstrate that all personnel involved in activities affecting the implementation and maintenance of its PEFC chain of custody are competent on the basis of appropriate training, education, skills and experience.
5. The Organization demonstrates its commitment to meeting the social, health and safety requirements of this standard by:
 - a. workers are not deprived of their freedom of association, choice of association and are given the freedom of association and the right to collective bargaining;
 - b. no forced labor is used;
 - c. workers below the statutory minimum age, the age of 15 years or the compulsory school-age age, whichever is the higher, shall not be employed;
 - d. workers are not denied equal employment opportunities and treatment;
 - e. working conditions do not endanger safety or health. The organization maintains an internal audit system designed to verify the compliance of the PEFC supply chain system with the conditions of the PEFC ST 2002: 2020 standard and, in the event of non-compliance, to identify them more quickly and make corrections.
6. Management commitment is made known to employees during PEFC system training.
7. The management commitment shall be made available to the organisation's staff, suppliers, customers and other interested parties upon request.

On behalf of the Company Intelligent Globular Trading Company Oy
Mehdi Yarmohammadi, Chairman



(signature)

Date

27.04.2022