

POLICY ON ETHICAL CONDUCT AND RESPONSIBLE SUPPLY CHAINS

Adopted: 2026-05-28

1. Purpose

For the purpose of fulfilling the policy commitments under points 3.1.1 and 3.1.2 regarding human rights and labor law. This policy sets out the company's requirements for human rights, labour law, the environment and business ethics in its own operations and throughout the supply chain, which includes all stages from the extraction of raw materials to the finished product. We undertake to comply as a minimum with national legislation in the countries in which we operate, but where international regulations provide stronger protection for the individual, we will take reasonable steps to comply with these.

2. Human rights and working conditions

We respect all internationally recognized human rights and ensure that employment is freely chosen and does not involve forced, bonded or involuntary prison labor. Child labor is never accepted, meaning that no person under the age of 15, or 14 in specific exceptional cases, may be employed, and no one under the age of 18 may perform hazardous work or work at night. We promote a workplace free from discrimination and harassment, where wages meet at least national standards or collective agreements and where contractual working hours do not exceed 48 hours per week, excluding overtime. Responsibility for providing a safe and hygienic working environment lies with a representative of senior management.

3. Environmental responsibility in the supply chain

The company works systematically to minimize its climate and environmental impact by promoting circular solutions and optimizing the use of raw materials. We guarantee that no raw materials are used from species listed in CITES or assessed as threatened according to the IUCN Red List, and that all chemical use is controlled to reduce risks to health and the environment. We respect the right to a healthy environment and recognize the rights of indigenous peoples to their territories, which means that we never accept illegal evictions or takeovers of land and natural resources.

4. Risk analysis and monitoring

We conduct regular, risk-based checks of suppliers through self-assessments, internal audits or third-party audits. The follow-up activities are documented with regard to method, frequency and results.

5. Nonconformity management

To identify, prevent and mitigate negative impacts, we apply a systematic approach that includes regular and documented risk analyses in both our own operations and supply chain. We establish documented action plans for prioritized risks in consultation with stakeholders and promote purchasing practices that support our suppliers in their sustainability work. We enable stakeholders to raise complaints anonymously and are committed to providing redress that is proportionate to the harm if we have caused or contributed to a negative impact.

6. Responsibility and implementation

Management is responsible for implementing the policy and ensuring that the necessary resources are allocated to maintain due diligence. If the company becomes aware of serious deviations, such as child labor, large-scale corruption or serious environmental damage, this must be reported to Möbelfakta (info@mobelfakta.se) within two weeks. We and our suppliers must also be able to account for manufacturing facilities and countries of origin for critical materials such as timber, cotton and iron ore to ensure full transparency in the chain.

Confirmation

Company: BRAIDA SRL SB

Role: C.E.O.

Name: LORENZO BRAIDA

Date: 2026/05/28

Braida Srl SB
Via Sottomonte, 92 - Tel. +39 0432 751122
38044 Manzano (TN) - Italia
Part. IVA e Cod. Fisc.: IT 04288160262

Signature