

## QUALITY AND ENVIRONMENTAL POLICY

**RANDAL EUROPEA S.A.** is a European company dedicated to produce and commercialise bathroom furniture. Our priority is to offer a good product and a better service throughout a solid compromise with environmental protection.

The commitment of our policy is to provide a superior QUALITY service, meeting the needs and expectations of our customers. Therefore we implanted a Quality and Environmental Management System in order to consolidate the trust placed on us.

To carry out effectively this system we require the support of each and every RANDAL's resources, both human and technical, and all of the company's departments.

The basic principles of our policy could be resumed in the following way:

- ***Focus all our efforts and resources on the continuous quality improvement of our products and services, showing our customers RANDAL's ability to react.***
- ***Satisfy the customer, meeting its needs and achieving its preferences, becoming its first choice because they find on us a personal treatment.***
- ***Always meet and, whenever possible exceed the requirements of all laws and regulations.***
- ***Get involved and participate actively, at any employees level, as its efforts and contributions are essential to keep and improve RANDAL's Quality and Environmental Management System.***
- ***Use mistakes as a tool for prevention and improvement.***
- ***Set specific and annual targets and keep track on them, in order to achieve a continuous upgrading.***

Our commitment with the environment consolidates throughout active actions, such as:

- *Analyse and evaluate developed activities which have potential environmental impacts.*
- *Prevent environmental pollution. Meet all legal requirements and those that the Organisation establish.*
- *Support sustainable use of natural resources and energy.*
- *Reduce, to the maximum possible, the waste generated in the development of our activities.*
- *Provide the entire staff with relevant and appropriate quality and environmental information.*

## COMMITMENT FOR WOOD CHAIN OF CUSTODY

**RANDAL EUROPEA S.A.** believes that forests preservation is a social demand and, as a contribution to this reality, we undertake to meet the growing demand of certified wood products, implementing and maintaining the requirements of PEFC Chain of Custody system. For that purpose, the Executive Board will devote its best efforts to:

- *Provide the maximum PEFC certified products as possible.*
- *Apply a Due Diligence system to avoid the use of forest raw material from controversial sources.*
- *Ensure the promotion of sustainable forest management.*

Thus contributes to prevent the loss of woodland and to preserve the forest's ecological, economical and social functions.

This compromise that **RANDAL EUROPEA S.A.** underwrites will be periodically reviewed by the Executive Board and will be available for employees, suppliers, customers, public interest groups and others.

EXECUTIVE BOARD



*Elena Sanz Peiró*  
**General Manager**

Paterna, 1<sup>st</sup> September 2018

## **LABOUR SECURITY AND SOCIAL WELFARE REQUIREMENTS**

Considering the current legislation and the collective agreement applied to the company on labour issues, **RANDAL EUROPEA S.A**'s Executive Board states that, throughout the enforcement of labour rights and the demands of hygiene and job security, the company provides a suitable response to Section 9 of PEFC's "*Labour Security and Social Welfare Requirements in the Chain of Custody*" and to ILO's Declaration on Fundamental Principles and Rights at Work, on the following statements:

- ***Workers have freedom of association and the effective recognition of the right to collective bargaining.***
- ***Is forbidden all forms of forced or compulsory labour.***
- ***The current minimum age of recruitment is respected.***
- ***Equality of opportunities and treatment is respected.***
- ***Labour conditions do not endanger security nor health of workers.***

And for the record and for it to take the appropriate purposes To Whom It May Concern, this statement is signed.

EXECUTIVE BOARD



*Elena Sanz Peiró*  
**General Manager**

Paterna, 1<sup>st</sup> September 2018