



Papierverarbeitung Golzern GmbH
Qualitätsmanagement
Policy statement for implementation
FSC® core labour requirements

policy statement

page 1 of 2

revision status: 01

date: 14.05.2021

Policy statement for implementation FSC core labour requirements

The company Papierverarbeitung Golzern GmbH is committed to complying with the FSC core labor standards, as published in FSC-STD-40-004-V3-1 under point 7. The FSC core labour requirements are already specified by the German Basic Law and the following statutes for social affairs, labor offices and companies. As citizens and as a company, we are committed to these laws.

In the company, compliance with these laws is additionally prescribed by internal guidelines (for example, quality policy, employment contracts, vocational training contracts, job descriptions, risk assessments). We control compliance with the requirements through internal (briefing interviews, employee interviews, staff interviews, staff meetings, internal audits, internal communication) and external examinations (company audits, wage tax audits, audits, external audits, inspection of the employer's liability insurance association, cooperation with the company doctor). We work closely with state and non-state agencies (offices, authorities, professional associations, health, pension and social insurance funds, IHK, vocational school, employment agency, etc.) and fulfill their requirements. We comply with our control and information obligations at all times.

The core labor standards, as they have been declared by the FSC, are not only the basis of our work from a legal point of view. For us, from an ethical and moral point of view, they represent the minimum requirements for work. Through gainful employment, no employee should be subject to constraints and restrictions that prevent him or her from freely forming and exercising opinions and from free development. Nobody should be impaired in their personal development. Entrepreneurial activity should be based on mutual respect and appreciation. In our opinion, this leads to the greatest success for all parties.

Papierverarbeitung Golzern GmbH declares:

1. We do not use child labour.
 - 1.1 We do not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 1.2.
 - 1.2 In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours.
 - 1.3 No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
 - 1.4 We damn and prohibit the worst forms of child labour. These are activities endangering the safety, health, integrity and morality of children, such as all forms of slavery, child trafficking, debt bondage, serfdom, use in armed conflicts, procurement of drugs, child prostitution, child pornography.
2. We eliminate all forms of forced and compulsory labour and do not use them.
 - 2.1 Our employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
 - 2.2 There is no evidence of any practice indicative of forced or compulsory labour, including, but not limited to, the following:



Papierverarbeitung Golzern GmbH
Qualitätsmanagement

Policy statement for implementation
FSC® core labour requirements

policy statement

page 2 of 2

revision status: 01

date: 14.05.2021

- physical and sexual violence
- bonded labour
- withholding of wages
- payment of employment fees and or payment of deposit to commence employment
- restriction of mobility/movement
- retention of passport and identity documents
- threats of denunciation to the authorities.

3. We ensure that there is no discrimination in employment and occupation.

3.1 Our employment and occupation practices are non-discriminatory.

4. We respect freedom of association and the effective right to collective bargaining.

4.1 Workers are able to establish or join workers' organizations of their own choosing.

4.2 We respect the full freedom of workers' organizations to draw up their constitutions and rules.

4.3 We respect the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

4.4 We negotiates with lawfully established workers' organizations and/or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

4.5 Collective bargaining agreements are implemented where they exist.

14.05.2021

.....
date

.....
signature managing director