

Policy of HRANIPEX Czech Republic k.s. in relation to the requirements of FSC® standards

In Humpolec 1.1.2023

HRANIPEX Czech Republic k.s. issues an affidavit that it has not engaged in the following unacceptable activities in the past. These activities are unacceptable for HRANIPEX Czech Republic k.s. and it will always distance itself from them in the future.

- a) Illegal harvesting or illegal trade in forest products.
- b) Violations of customary or human rights in the forestry or forest products sector.
- c) Violation of workers' rights and the principles defined in the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work in the Forestry or Forest Products Sector.
- d) Destruction of High conservation values in forests or High Conservation Value areas.
- e) Conversion of natural forest cover.
- f) Use of genetically modified organisms in forestry operations for purposes other than research.

At the same time, HRANIPEX Czech Republic k.s. undertakes to comply with the following basic FSC® working requirements:

Child labour:

- a) The company does not employ workers below the age of 15.
- b) 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.
- c) All child labour is prohibited.

Forced labour:

- a) Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- b) There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited, to the following:
 - physical and sexual violence

- bonded labour
- withholding of wages, including payment of employee fees and/or payment of deposit to commence employment
- mobility / movement restrictions
- retention of passport and identity documents
- threats of denunciation to the authorities

Discrimination in employment and occupation:

- a) Employment and occupation practices are non-discriminatory.

Freedom of association and the effective right to collective bargaining:

- a) Workers are able to establish or join worker organizations of their own choosing.
- b) The organization respects the full freedom of workers' organizations to draw up their constitutions and rules.
- c) The organization respects 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.
- d) The organization 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.
- e) Collective bargaining agreements are implemented where they exist.

For HRANIPEX Czech Republic k.s.

Branch HRANIPEX SRL, Soseaua Oltenitei Nr.226H Popesti Leordeni, Jud. Ilfov, RO

A handwritten signature in blue ink, appearing to read "Florin Pașcu", written over a horizontal dotted line.

Florin Pașcu

Branch manager