

Date 15/08/2022

Version 1

## CORE LABOUR POLICY STATEMENT

Laminating Technology Limited is wholeheartedly committed to compliance with FSC® Core Labour Requirements as specified in FSC-STD-40-004-v3-1.

Our compliance is not only from a legal standpoint, but also demonstrates the moral and ethical ethos that our company operates and will continue to in the future. An environment where employees will never be constrained from forming and expressing opinions, or their personal development hindered by any kind of discrimination.

### **1 Laminating Technology Limited will not use child labour.**

- 1.1 We will not employ workers under the age of 15
- 1.2 Any worker under the age of 18 will not be employed in any hazardous or heavy work. The exception to this would be training, of which we will ensure is approved by the national laws and regulations
- 1.3 We shall prohibit the worst forms of child labour.

### **2 Laminating Technology Limited will eliminate all forms of forced and compulsory labour**

- 2.1 Employment is based on a voluntary and mutual consent basis, without the threat of penalty
- 2.2 There is no evidence of any practice's indicative of forced or compulsory labour. These include, but is not limited to the following
  - Physical and sexual violence
  - Bonded labour
  - Withholding of wages/including payment of labour fees/or payment deposit to complete employment.
  - Restrictions of the employees mobility
  - Retention of passport and / or identity papers
  - Threat of denunciation to the authorities

### **3 Laminating Technology Limited will ensure that employment and professional practices are not discriminatory.**

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**4 Laminating Technology Limited will respect freedom of association and the effective right to collective bargaining.**

- 4.1 Workers can establish or join worker organisations of their own making.
- 4.2 We respect the full freedom of employee organisations to set up their constitutions and rules
- 4.3 We respect the rights of workers to engage in lawful activities relating to forming, joining or assisting a workers organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- 4.4 We will deal in good faith with legally constituted workers organisations and/or properly elected representatives and will use the best efforts to reach a collective bargaining agreement where appropriate.
- 4.5 Collective bargaining agreements are implemented where they exist.

Signed on 15<sup>th</sup> AUGUST 2022

Signed By S Brett

Position PRODUCTION DIRECTOR