

## Core Labour Policy Statement

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The following statement is made in accordance with the core labour requirements as published by the Forest Stewardship Council® and the methods in which Denmaur Independent Papers Ltd have taken in complying to rule out Child/Forced Labour, discrimination within employment and shall respect Freedom of Association and the effective Right to Collective Bargaining.

In the application of the FSC® core labour requirements, Denmaur Independent Papers Ltd shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.

Denmaur Independent Papers Ltd shall: -

- Not use child labour.
- Not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations.
- Ensure 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.
- Prohibit worst forms of child labour and eliminate all forms of forced and compulsory labour.
- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- Ensure that there is no discrimination in employment and occupation.
- Respect freedom of association and the effective right to collective bargaining.
- Ensure workers can establish or join worker organisations of their own choosing.
- Respect the full freedom of workers' organizations to draw up their constitution and rules.
- 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.
- Lawfully negotiate established workers' organizations and/or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement (collective bargaining agreements are implemented where they exist).
- Prohibit of any practice's indicative of forced or compulsory labour.

The Company's senior management are responsible for ensuring that this policy is understood, implemented and maintained at all levels of the organisation and that personnel operate in accordance with the system and procedures described therein. Senior management review this policy at management review meetings.

Danny Doogan  
Marketing and Sustainability Director



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