

To our customers

## Policy Statement on FSC Core Labor Standards

Reference: FSC-STD-40-004 V3-1, Paragraph 1.5 / Annex D

The policy statement applies to:

Konrad Hornschuch AG  
Salinenstrasse 1  
74679 Weißbach  
Germany

The Konrad Hornschuch AG is committed to the FSC core labor standards and hereby declares that we are not directly or indirectly involved in the following activities:

- Child labor:
  - No workers under 15 years are employed. No person under 18 years of age will be employed in hazardous or arduous work; except for training within the scope of approved national laws and regulations
  - The certificate holder prohibits the worst forms of child labor
  
- We exclude all forms of forced and compulsory labor, in particular:
  - physical and sexual violence
  - bonded labor
  - Withholding of wages/including the payment of labor fees and/or the payment of a deposit to take up employment
  - Restriction of the mobility of the worker
  - Withholding of passport and/or identification documents
  - Threat of denunciation to the authorities
  - Employment relationships are voluntary and based on mutual consent, without threat of punishment
  
- We ensure that employment and professional practices are non-discriminatory.
  
- We respect the freedom of association and the effective right to collective bargaining:
  - Workers may form or join organizations of their own choice
  - The certificate holder (and, if applicable, the affiliated sites in Germany) respects the full freedom of workers' organizations to establish their statutes and rules
  - Negotiations with legally established employee organizations and/or duly elected representatives will be conducted in good faith and, where applicable, we will use our best efforts to conclude a collective agreement
  - Collective agreements will be implemented where they exist

Weißbach, den 31.03.2022

  
ppa. Birgit Dörr  
Head of HR Weißbach

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