



## Policy statement – Compliance with FSC Core Labour Requirements

Version	Owner (dept. or function)	Target audience	Approved by	Approval date	Review frequency	Reviewed topics
1	Group sustainability	Employees, contractors	ExCom	January 2019	At least every 3 years	/
2	Group sustainability	Employees, contractors	ExCom	Mei 2024	At least every 3 years	Added: responsibilities

VPK Group and all its FSC certified subsidiaries are committed to complying with the FSC core labour requirements, as published in FSC-STD-40-004 V3-1. The core labour requirements are already incorporated into the national labour legislation of the countries in which we operate.

In all our companies, compliance with these laws is additionally prescribed by internal guidelines (e.g. Code of conduct). We control compliance with the requirements through internal and external examinations.

The core labour requirements, as they have been declared by the FSC, represent the minimum requirements for work, from an ethical and moral point-of-view. And with mutual respect and appreciation at the basis of our Human Resources policy, we believe this leads to the greatest success for all parties.

Therefore, VPK Group and its FSC certified subsidiaries declare:

- We do not use child labour
- We exclude all forms of forced and compulsory labour
- We ensure that employment and professional practices are not discriminatory
- We respect freedom of association and the effective right to collective bargaining

The legal framework surrounding these international core labour requirements and the supervision of compliance with them form the foundations of the working environment within our companies. Through this policy statement, we expressly declare that we fully adhere to the fundamental FSC terms of employment and ensure their compliance at all times.

The Executive Committee is accountable for implementation of this policy. Board-level oversees this policy.

KPI stewards: Group FSC multi-site manager and HR-department.