

## Policy statement on the FSC core labor standards

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

The policy statement applies to:

- the location named in the scope:  
Pfleiderer Teisnach GmbH & Co. KG, Adolf-Pfleiderer-Str. 19, 94244 Teisnach
- for service providers, provided that they work on-site at the above location:  
N/A (see also FB\_18.27 list of service providers)
- non-FSC-certified subcontractors (according to FSC-STD-40-004 V3-1 Section 13) not carrying out work within the scope of the certificate on-site at named locations: N/A

Pfleiderer Teisnach GmbH & Co. KG is committed to the FSC core labor standards and hereby declares:

**We do not use child labor.**

- No workers under the age of 15 are employed. No person under the age of 18 will be employed in hazardous or heavy work; unless it is training under approved national laws and regulations. Persons aged 13 to 15 are only permitted for light work and the employment does not interfere with schooling or is harmful to children's health or development. Especially where children are subject to compulsory schooling, they only work outside of school hours during normal daily working hours.
- Pfleiderer Teisnach GmbH & Co. KG prohibits the worst forms of child labor.

**We exclude all forms of forced and compulsory labour, in particular:**

- physical and sexual violence
- Debt bondage
- Withholding of wages/including payment of labor fees and/or payment of bail to take up employment
- Restriction of the employee's mobility
- Retention of passport and/or identification papers
- Threat of denunciation to the authorities
- Employment relationships are voluntary and based on mutual consent, without the threat of penalty.

**We ensure that employment and professional practices are not discriminatory.**

**We respect freedom of association and the effective right to collective bargaining.**

- Workers can form or join workers' organizations of their own choosing.
- The certificate holder (and, if applicable, the affiliated locations in Germany) respects the full freedom of employee organizations to set up their statutes and rules.
- Legally constituted employee organizations and/or duly elected representatives are treated in good faith and we make best efforts to enter into collective bargaining agreements and company agreements.
- Collective agreements are implemented where they exist.
- Workers will not be discriminated against or punished for exercising the above rights, and we respect the right to freedom of association and collective bargaining.

Printed Name Andreas Noack Simone Hagengruber	Function Managing Director Head of HR	Date 27.06.2022
Signature Managing Director 	Signature Head of HR 	
Announced on: 12.07.2022	Announcement by: Mail, notice	