



## FSC Core Values Policy

Being Chain of Custody certified shows that we comply with the highest social, ethical and environmental standards on the market. As public concern about the state of the world's forests and timber resources increases, Chain of Custody provides us with a simple solution to complex environmental and social issues that affects our clients.

The Chain of Custody label is an effective way for us to get public and consumer recognition of our responsible practices. This gives us credibility with clients and business partners as well as financial institutions, governmental and watchdog organizations.

Chain of custody certification helps us to protect our brand and reputation and it allows us to access environmentally sensitive markets. Increasingly, governments and other organizations specify FSC® (FSC-C020473) Certified products in their purchasing policies because FSC has the only globally valid standard.

This policy is in place in order to implement our best efforts to comply with UK legal requirements and, while at the same time, fulfilling the objectives of the requirements of FSC.

Laois Sawmills Limited shall not use child labour, employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher. No person under the age of 18 is employed.

Laois Sawmills Limited shall eliminate all forms of forced and compulsory labour. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty. Laois Sawmills Limited shall not practice physical and sexual violence, bonded labour, withholding of wages / including payment of employment fees and or payment of deposit to commence employment, restriction of mobility / movement, retention of passport and identity documents or threats of denunciation to the authorities.

Laois Sawmills Limited shall ensure that there is no discrimination in employment and occupation or during the recruitment process.

Laois Sawmills Limited shall respect freedom of association and the effective right to collective bargaining. This includes workers are able to establish or join worker organisations of their own choosing, Laois Sawmills Limited respects the full freedom of workers' organisations to draw up their constitutions and rules, Laois Sawmills Limited respects the rights of workers to engage in lawful activities related 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. Laois Sawmills Limited negotiates with lawfully established workers' organisations and / or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement and collective bargaining agreements are implemented, where they exist.

Signed by.....

Date..... 24/1/22