

Konrad Hornschuch AG • Salinenstr. 1 • 74679 Weissbach • Germany

To our customers

Date

Your message dated

Our reference

Your reference

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, 20th of February 2024

ppa Claudia Nenninger

Head of HR Location Weißbach