



## JAF Group policy statement on the FSC® core labor standards

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

*It is the people who are behind JAF's success. We support our employees in their further development and thus set the roots of our success and at the same time invest in our common future.*

*As an attractive employer, a good working environment and the well-being of our employees are important to us, which is why we attach great importance to creating safe, healthy and motivating working conditions.*

*In doing so, we always remember our beginnings as a small Austrian family business and today - as a management-led family company - we continue to live a corporate culture characterized by appreciation.*

JAF Group\* is committed to the FSC core labor standards and hereby declares:

### **We do not use child labor.**

- > No persons under the age of 15 are employed. No person between the ages of 15 and under 18 will be employed in hazardous or heavy work; unless this work is permitted as part of training under national legislation.
- > Apprenticeships or a vacation or compulsory internship as part of school attendance are possible and are executed in compliance with the national laws and within the boundaries of safeguarding the rights of the persons.
- > The certificate holder 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/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.**

**\*Clarification regarding this statements scope:** The policy statement applies to all certified entities of JAF Group: JAF International Services SCS-COC-000574 (FSC-C016681), JAF Holz spol. S.r.o. SA-COC-002603 (FSC-C100308), JAF Holz Slovakia s.r.o SA-COC-002783 (FSC-C104587), JAF Polska Sp.z.o.o. BV-COC-021326 (FSC-C111141), JAF Croatia SGSCH-COC-009582 (FSC-C112916), all branches that are listed in the FSC database (<https://connect.fsc.org/fsc-public-certificate-search>) under the mentioned certificate codes, all service providers working on-site at the named locations and all Non-FSC-certified subcontractors (according to FSC-STD-40-004 V3-1 Section 13) who do carry out work within the scope of the certificate but not on-site at the named locations.

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**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 Austria) respects the full freedom of employee organizations to set up their statutes and rules.
- > Legally constituted employee organizations and/or duly elected representatives will be treated in good faith and we will use our best efforts to enter into a collective agreement where appropriate.
- > Collective agreements are implemented where they exist.



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Mag. Stix, Werner

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