

English version:

Mission Statement of Europapier Group on the FSC Core Labour Requirements

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

The Mission Statement applies to:

- the sites within the scope of the FSC Multisite Certificate of Europapier Austria GmbH
- service providers provided that they are active on site at the above-mentioned sites
- non-FSC certified subcontractors (according to FSC-STD-40-004 V3-1 section 13) that engage in activities within the scope of the certificate not at the designated sites

Note: current lists of sites and active service providers are kept within the framework of the COC system of Europapier Austria GmbH.

Europapier Austria GmbH is committed to the FSC core labour standards and hereby declares:

We do not employ child labour.

- No persons under the age of 15 are employed. No person between the ages of 15 and under the age of 18 is engaged in dangerous or heavy work; unless such work is permitted within the framework of training under national law.

Persons between the ages of 13 and 15 are only admitted to family businesses for light and isolated work within the framework of §5a KJBG and employment does not impair school education or is harmful to the health or development of children. In particular, where children are subject to compulsory schooling, they may only occasionally be employed with light work outside school hours during normal daily working hours (§5a KJBG). Persons who have completed nine years of compulsory schooling but are not yet 15 years old may be employed before their 15th birthday as part of an apprenticeship or a holiday or compulsory internship provided for as part of their school attendance.

- 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 the payment of work fees and/or the payment of a deposit to take up employment
- Restriction of the mobility of the employee
- Withholding of passport and/or identity documents
- Threat of denunciation to the authorities
- Employment relationships are voluntary and based on mutual consent, without the threat of punishment.

We ensure that employment and professional practices are non-discriminatory.

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

- Workers can set up or join works councils of their own choice.

- The certificate holder (as well as, if applicable, the affiliated locations in Austria) respects the full freedom of the employee organizations to draw up their statutes and rules.
- Negotiations are conducted in good faith with legally constituted employee organisations and/or duly elected representatives and we may use our best endeavours to conclude a collective agreement.
- Collective agreements are implemented where they exist.

Name in print:

Function

Date

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