

## **HS Timber Group commitment about compliance with ILO Core Conventions**

The ILO Core Conventions are labour standards that cover fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

The eight Fundamental Conventions are:

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

We are a central player in the European and global timber industry and are aware of our responsibility towards our employees and partners. We strive for a corporate culture that underlines the importance of compliance of fundamental legal requirements in the workplace.

To comply with these rules, we monitor the national legislation in all countries where we operate to verify if national legislation complies with ILO requirements.

The responsibility for the implementation of this policy statement lies with the management of HS Timber Group GmbH as well as the management of all subsidiaries of HS Timber Group's production companies.

The Management Board of HS Timber Group GmbH

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