

PF Concept International Coöperatief U.A. Core Labour Requirements Statement

The following statement is made in accordance with the Core Labour Requirements as published by FSC (In FSC STD-40-004 V3-1), and the methods which PF Concept International Coöperatief U.A. have taken in complying to rule out child labour, forced labour, discrimination within employment and respecting freedom of association and the right to collective bargaining.

1. PF Concept shall not use child labour.
 - a. PF Concept International Coöperatief U.A. shall not 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, except as specified below.
 - b. In countries where the national law or regulations permit the employment of persons between the age of 13 to 15 years in light work, such employment should not interfere with schooling, nor be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours.
 - c. No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
 - d. PF Concept International Coöperatief U.A. shall prohibit the worst forms of child labour.
2. PF Concept International Coöperatief U.A. shall eliminate all forms of forced and compulsory labour.
 - a. Employment relationships are voluntary and based on mutual consent, without the threat of penalty.
 - b. There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
 - i. Physical and sexual violence
 - ii. Bonded labour
 - iii. Withholding of wages/including payment of employment fees and/or payment of deposit to commence employment
 - iv. Restriction of mobility/movement
 - v. Retention of passport and identity documents
 - vi. Threats of denunciation to the authorities
3. PF Concept International Coöperatief U.A. shall ensure that there is no discrimination in employment and occupation.
 - a. Employment and occupation practices are non-discriminatory.
4. PF Concept International Coöperatief U.A. shall respect freedom of association and the effective right to collective bargaining.
 - a. Workers are able to establish or join worker organisations of their own choosing.
 - b. PF Concept International Coöperatief U.A. respects the full freedom of workers' organisations to draw up their constitutions and rules.
 - c. PF Concept International Coöperatief U.A. 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.
 - d. PF Concept International Coöperatief U.A. 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.
 - e. Collective bargaining agreements are implemented where they exist.

On behalf of PF Concept International Coöperatief U.A.



R. (Ralf) Oster