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# FSC Core Labor Requirements December 2023

December 4, 2023

As a Forest Stewardship Council (FSC) Chain of Custody certificate holder Mohawk Fine Papers has adopted and implanted a policy statement confirming our adherence to the FSC Core Labor Requirements. We chose to make this policy statement available to all of our stakeholders on our website and it covers:

## **A. Child Labor**

- a. Mohawk Fine Papers is not employing workers below the age of 15.
- b. 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.
- c. Mohawk Fine Papers prohibits the worst forms of child labor.

## **B. Force and Compulsory Labor**

- a. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- b. There is no evidence of any practices indicative of forced or compulsory labor, including but not limited to, the following:
  - i. Physical and sexual violence
  - ii. Bonded labor
  - 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

## **C. Discrimination in Employment and Occupation**

- a. Employment and occupation practices are non-discriminatory.

## **D. Freedom of Association and Right to Collective Bargaining**

- a. Our workers are able to establish or join worker organizations of their own choosing.

- b. Mohawk Fine Papers respects the full freedom of workers' organizations to draw up their constitutions and rules.
- c. Mohawk Fine Papers respects the rights of workers to engage in lawful activities related to forming, joining, or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- d. Mohawk Fine Papers negotiates with lawfully established workers' organizations 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.

A handwritten signature in black ink that reads "Brenda S. Stokes". The signature is written in a cursive style, with a large, stylized initial "B" on the left.

**Brenda S. Stokes**

Vice President, Human Resources