MON TIMBER FSC® CORE LABOUR REQUIREMENTS POLICY STATEMENT

Mon Timber in all its global operations and facilities shall:

1. in the application of the FSC Core Labour Requirements give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements

2. not use child labour (anyone below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher)

3. ensure 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

4. eliminate all forms of forced and compulsory labour

5. ensure that there is no discrimination in employment and occupation

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

In addition, this Policy Statement shall be:

7. reviewed at least annually

8. made available to stakeholders and our FSC-accredited certification body.

Signed: James Pickford

Name: James Pickford

Management position: Director

Date: 15 July 2026

FSC
www.fsc.org

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