

Policy Statement on FSC® Core Labour Standards (FSC-C130584)

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

The policy statement applies to:

- the sites designated in the scope (mandatory):

Lazaros Kaltsidis Wood Industry S.A.
2.5 Km Oreokastro – Diavata
GR 57013, Thessaloniki,
Greece
SCS-COC-005621, SCS-CW-005621

- non-FSC® certified subcontractors (according to FSC-STD-40-004 V3-1 section 13) that do not carry out work on site at the designated sites within the scope of the certificate (optional):

List of non-FSC® certified Sub-Contractors is retained by the FSC® responsible at Kaltsidis Wood Industry.

KALTSIDIS WOOD INDUSTRY is committed to the FSC® core labour standards and hereby declares:

We do not use child labour.

- No employees under the age of 15 are employed. No person under the age of 18 is engaged in dangerous or heavy work; unless it is training within the framework of approved national laws and regulations.
[If applicable] Persons aged 13 to 15 are only admitted to light work and employment does not affect school education or be detrimental to children's health or development. In particular, where children are subject to compulsory schooling, they only work outside school hours during normal daily working hours.
- 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/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 may set up or join workers' organisations of their own choice.
- The certificate holder respects the full freedom of the employee organizations to draw up their statutes and rules.
- Negotiations are conducted in good faith with legally constituted workers' 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.

Signature 	16.5.2022 / VASILIKI KALTSIDOU / MANAGEMENT KALTSIDIS WOOD INDUSTRY
Announced on: 16.5.2022	Announcement by: Ms. Vasiliki Kaltsidou