

# Core Labour Statement



The following statement is made in accordance with the core labour requirements as published by FSC (FSC-STD-40-004 v3-1) and in the methods in which Stephens and George Ltd have taken in complying to rule out Child/Forced Labour, discrimination within employment and ensuring Stephens and George Ltd shall respect Freedom of Association and the effective Right to Collective Bargaining.

1. In the application of the FSC core labour requirements Stephens and George Ltd shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.
2. Stephens and George Ltd shall not use child labour.
  - 2.1 Stephens and George Ltd does not employ workers below the age of 15, or below the minimum age as stated under national law, or local laws or regulations, whichever age is higher.
  - 2.2 No person under the age of 18 is employed in hazardous or heavy work except for the purpose training within approved national laws and regulations.
  - 2.3 Stephens and George Ltd shall prohibit the worst forms of child labour.
3. Stephens and George Ltd shall eliminate all forms of forced and compulsory labour.
  - 3.1 Employment relationships are voluntary based on mutual consent, within the threat of a penalty.
  - 3.2 There is no evidence of any practice's indicative of forced or compulsory labour, including, but not limited to the following:
    - physical and sexual violence
    - bonded labour
    - withholding of wages/including payment of employment fees and or payment of deposit to commence employment.
    - restriction of mobility/movement
    - retention of passport and identity documents
    - threats of denunciation to the authorities.
4. Stephens and George Ltd shall ensure that there is no discrimination in employment and occupation.
  - 4.1 Employment and occupational practices are non-discriminatory.
5. Stephens and George Ltd shall respect freedom of association and the effective right to collective bargaining.
  - 5.1 Workers can establish or join worker organisations of their own choosing.
  - 5.2 Stephens and George Ltd respects the freedom of workers' organisations to draw up Their constitutions and rules.
  - 5.3 Stephens and George Ltd 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, we will not discriminate or punish workers for exercising these rights.
  - 5.4 Collective bargaining agreements are implemented where they exist.

A handwritten signature in black ink, appearing to read 'Andrew L G Jones', with a horizontal line underneath.

Andrew L G Jones  
Chairman & Group Managing Director  
2<sup>nd</sup> January 2024