



Annex 9 – FSC® (C004113) Core Labour Requirements Policy Statement (Standard 1.5 and 7) (FSC & PEFC)

Tradelink Wood Products Ltd gives due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.

Child Labour – Tradelink Ltd does not use child labour in any of its offices.

We do not employ workers under the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher.

In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor, be harmful to their health or development. Where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours.

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 regulation.

Tradelink shall prohibit the worst forms of child labour

Forced Labour – Tradelink shall eliminate all forms of forced and compulsory labour from their workforce.

Employment relationships are voluntary and based on mutual consent, without the threat of penalty.

There is no evidence of any practices 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

Discrimination – Tradelink ensure that there is no discrimination in employment and occupation.

Employment and occupation practices are non-discriminatory.

Collective Bargaining – Tradelink respects freedom of association and the effective right to collective bargaining

Workers are able to establish or join worker organisations of their own choosing.

Tradelink respects the full freedom of workers organisations to draw up their constitutions and rules.

Tradelink 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.

Tradelink 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.

Collective bargaining agreements are implemented where they exist.

Signed for Tradelink Wood Products Ltd
Robbie Weich, Group Compliance Officer
16th June 2025, London