

STEICO SE (CU-COC-841217)

VOLUNTARY COMMITMENT

RE: FSC® CORE LABOUR REQUIREMENTS

STEICO complies with all parts of the FSC® core labour requirements:

- National laws and regulations
- Child labour
- Forced and compulsory labour
- Discrimination
- Freedom of association and right to collective bargaining.

STEICO does not resort to the use of child labour. No workers under the minimum legal age as defined by the national laws and regulations are employed by STEICO.

Persons employed by STEICO who are below the age of majority, as defined by the relevant legal requirements, are employed with training contracts, which only permit them to do hazardous or heavy work with the goal of learning their chosen career. These training contracts have defined work times and school times in order to ensure the primary objective, education, is met to the satisfaction of the STEICO Group and its employees.

No forced or compulsory labour of any kind is used by STEICO. All of STEICO's employees enter into their work contracts of their own free will and may terminate their contracts with the company if they so choose, without the threat of violence of any kind.

All of STEICO's employment and occupation practices are designed in a way that they are inclusive of everyone, and do not discriminate. Furthermore, once employed at STEICO, everyone is protected from discrimination by STEICO's code of conduct.

STEICO respects its workers' right to organize and increase their bargaining power as they see fit. The STEICO Group does not place restrictions on the worker organizations' constitutions and governing bodies. Furthermore, STEICO negotiates with organizations or their representatives in a manner that enables compromises and respects the agreed-upon terms, where applicable.

If you have any concerns about the issues covered in this policy statement, you should not hesitate to raise them with STEICO's Group Compliance Officer.

Udo Schramek



CEO