

CORE LABOUR REQUIREMENTS POLICY

Policy Statement

In relation to the FSC and PEFC Chain of Custody Core Labour Requirement specified in FSC and PEFC Standards, ABC Tissue Products Pty Ltd commits fully to the following labour practices.

Policy Aims

ABC Tissue Products Pty Ltd will not use child labour

ABC Tissue Products Pty Ltd will follow national law for minimum age employment and types of work permitted.

ABC Tissue Products Pty Ltd prohibits the worst forms of child labour.

ABC Tissue Products Pty Ltd shall eliminate all forms of forced and compulsory labour and ensure that employment is based on mutual consent without threat of penalty. Practices indicative of compulsory labour including:

- Physical and sexual violence
- Bonded labour
- Withholding of wages, payment of employment fees or payment of deposit to commence employment.
- Restriction of mobility or movement
- Retention of passport or identity documents

ABC Tissue Products Pty Ltd shall respect the freedom of employees to establish or join worker organisations of their choosing and will negotiate with lawfully established organisations, in good faith, to reach collective bargaining agreements and to honour those agreements.

Responsibilities

Senior Management, supervisors, employees, contractors and visitors must take all reasonable steps to ensure that employment and occupation practices are non-discriminatory.

Consultation

To fulfil this policy, management will involve employees in discussions and processes to identify any issues that may arise and any changes to this policy will be notified to staff through formal processes.

Review

ABC Tissue Products Pty Ltd will review this policy when changes are made to the Standards, to ensure that it remains current. This will be done in consultation with employees.

Signed by:

Ming Ly
Director

Date signed: 29/04/2026