

FSC® Policy statement Labeco BVBA (WB-COC-000972)

Labeco BVBA takes sustainable entrepreneurship very seriously. It is a vision that is implemented in every domain of the company, in order to do business in a responsible manner and to take the necessary social and societal responsibility. The emphasis here is on the environment, human rights, safety and health.

Labeco BVBA commits to purchase products originating from legal and well-managed forests, preferably from certified suppliers who can demonstrably deliver such products. The origin is guaranteed through credible, independent CoC certification, based on agreed (inter)national requirements and standards.

By signing the FSC® Self-declaration (FSC-POL-01-004), Labeco BVBA shows its commitment to the FSC® values. Labeco BVBA is also FSC® CoC certified according to the following standards:

- FSC-STD-40-004
- FSC-STD-50-001

Therefore, we commit not to use or trade timber that:

- has been illegally harvested
- has been genetically modified
- comes from areas of serious social conflict
- originates from protected forest areas
- originates from forests of countries under UN or relevant EU or national sanction related to export/import of forest raw material
- originates from species listed in Appendix I to III of CITES
- originates from forest that has been converted to other vegetation types, including conversion of primary forest to plantations

Should we receive comments and/or complaints about the legality or other criteria regarding controversial sources, purchase of the relevant material will be stopped immediately.

In addition, in line with the social requirements of FSC®, we declare that

- employees are not prevented from freely associating, electing their own representatives and bargaining collectively with the employer.
- forced labour is not applied.
- no workers under the legal minimum age, or compulsory school age which is higher, of 15 years are admitted.
- all workers receive equal treatment, including in terms of recruitment, promotion, distribution of work and dismissal.
- working conditions do not endanger health and safety.

This policy statement is periodically reviewed and adapted to the latest regulations. The document is public and is communicated to all interested parties.

A handwritten signature in blue ink, appearing to be "Jan Labeeuw".

Jan Labeeuw