

## **UAB "Interwood Trading&Consulting"**

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LT-44237, Kaunas

# **COMPANY WORKFORCE POLICY STATEMENT**

**Kaunas**

**2024**

UAB "Interwood Trading & Consulting", while applying the FSC workforce requirements, duly takes into account the rights and obligations established in national legal acts, and also simultaneously implements the goals stated in them:

### **Child labor**

- The company does not employ employees younger than 15 years of age.
- Persons under the age of 18 do not perform dangerous or difficult work in the Company, except for cases for training purposes, which are regulated by national laws and other legal acts.
- The most severe form of child labor is prohibited in the company.

### **Forced and compulsory labor:**

- Labor relations in the Company are voluntary and based on mutual consent, without the threat of a fine.
- There is no forced or compulsory labor in the company, including but not limited to:
  - physical and sexual violence;
  - exploitative work;
  - suspension of wages, including the payment of employment fees and/or the payment of a deposit in order to start work;
  - mobility restriction;
  - storage of passport and identity documents;
  - threats to complain to authorities without grounds.

### **Discrimination in the field of employment and professional activity**

- Employment and professional activity in the Company are not discriminatory.

### **Freedom to join associations and the right to collective bargaining**

- In the company, employees can establish their own or optionally join other employee organizations.
- The company respects the freedom of employee organizations to freely draw up their own regulations and rules.
- The company respects the rights of employees to engage in legal activities related to the establishment, joining or support of an employee organization, or not to do so; does not discriminate or penalize employees for using these rights.
- The company negotiates in good faith with legally established employee organizations and/or properly selected representatives and makes every effort to conclude a collective agreement.

- Valid collective agreements are implemented in the Company.

The company conducts a relevant self-assessment that describes how it applies FSC workforce requirements in its operations. The manager of the company is responsible for the collection, control and updating of self-assessment questionnaire data. The self-assessment is carried out at least once a year and is sent to the certifying organization before the agreed audit date.