

GMG Policy Statement for FSC® Core Labour Requirements

Reference: FSC-STD-40-004 V3-1 (Paragraph 1.5, Annex D)

This policy statement applies to the following participating sites in the scope of GMG's FSC® (FSC-C131362) Chain of Custody certificate including their local outsourcing partners for warehouse services:

- GMG GmbH & Co. KG, Germany,
- GMG Color Ltd., United Kingdom.
- GMG Americas L.P., USA.

GMG commits to the FSC® Core Labour Requirements and declares:

We do not use child labour.

- No workers under 15 years of age shall be employed. No person under 18 years of age shall be employed in hazardous or arduous work; except in the case of training under approved national laws and regulations.
[Where applicable] Persons aged 13 to 15 years are permitted only for light work and the employment does not interfere with schooling nor is it harmful to the health or development of the children. In particular, where children are subject to compulsory education, they shall only work outside school hours during normal daytime working hours.
- We shall prohibit the worst forms of child labour.

We exclude all forms of forced and compulsory labour, in particular:

- Physical and sexual violence
- Debt bondage
- Withholding of wages/including payment of labour fees and/or payment of a deposit to take up employment
- Restriction of mobility/mobility of the worker.
- Withholding of passport and/or identity documents.
- Threat of denunciation to the authorities.
- Employment relationships are voluntary and based on mutual consent, without threat of punishment.

We ensure that employment and professional practices are non-discriminatory.

We respect the freedom of association and the effective right to collective bargaining.

- Workers may establish or join workers' organisations of their own choice.
- We respect the full freedom of workers' organisations to establish their statutes and rules.
- We respect the right to freedom of association and collective bargaining. Workers are not discriminated against or penalised in the exercise of these rights.
- We negotiate in good faith with legally constituted workers' organisations and/or duly elected representatives and, where appropriate, use our best endeavours to conclude a collective agreement.
- Collective agreements will be implemented where they exist.