



FSC® CORE LABOUR REQUIREMENTS POLICY.

We ensure Lesters complies with FSC® (FSC-C134826) Core Labour Requirements (FSC-STD-40-004 (version 3.1) EN clause 7 and guidance), and Lesters own FSC® Core Labour Requirements policy statement. We will adopt and implement a policy statement, that encompass the FSC core labour requirements. The policy statement will be made available to stakeholders (i.e., affected and interested stakeholders) and to the organisation's certification body at certification / Recertification Audits and on request.

In the application of FSC® Core Labour Requirements we give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the FSC® Core Labour Requirements.

Lesters will not use child labour and shall ensure that:

- They do not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher.
- No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
- The worst forms of child labour are prohibited.

Lesters eliminate all forms of forced and compulsory labour and shall ensure that employment relationships are voluntary and based on mutual consent, without the threat of a penalty. There are no practices indicative of forced or compulsory labour, including, but not limited to, the following:

- Physical and sexual violence.
- Bonded labour.
- Withholding of wages /including payment of employment fees and or payment of deposit to commence employment.
- Restriction of mobility/movement.
- Retention of passport and identity documents.
- Threats of denunciation to the authorities.

Lesters ensure there is no discrimination in employment and occupation. Employment and occupation practices shall be non-discriminatory. Lesters respect freedom of association and the effective right to collective bargaining and shall ensure that workers are able to establish or join worker organisations of their own choosing.

Lesters respects the full freedom of workers' organisations to draw up their constitutions and rules. Lesters respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

Lesters negotiates with lawfully established workers' organisations and / or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement. Collective bargaining agreements are implemented where they exist.

Documentation and Records are available as evidence to support the FSC® Core Labour Requirements as identified within our FSC® Self Declaration which is reviewed annually and signed by senior management.

Signed:

**Steve Hutchinson.
Managing Director.**

**Reviewed for effectiveness during management review with no changes
21st November 2025.**