

NLP's FSC Labor Law policy

New Leaf Paper company fully complies with FSC's core labor requirements outlined under FSC-STD-40-004 Chain of Custody Certification.

Policy Highlights include:

Child Labor: New Leaf Paper shall not employ workers below the age of 15 or the minimum age as stated under national or local laws or regulations, whichever age is higher.

Forced Labor: New Leaf Paper has mutual voluntary consent from our employees without the threat of penalty of reporting physical and sexual violence, bonded labor, withholding wages, restriction of mobility, retention of identification documents, or threat to any authority.

Discrimination in Employment and Occupation: New Leaf Paper does not tolerate discrimination in any form.

Freedom of Association and the Right to Collective Bargaining: New Leaf Paper employees respect collective bargaining, and our employees can join or establish a workers organization. We respect our employees' rights to engage in law-abiding activities related to forming, joining or assisting in a worker's organization. Collective bargaining agreements can be implemented, and New Leaf Paper will negotiate in good faith to reach the agreements needed.

Complete FSC core labor requirements includes:

7.1 In the application of the FSC core Labor requirements, New Leaf Paper shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.

7.2 New Leaf Paper shall not use child Labor.

7.2.1 New Leaf Paper shall not employ workers below the age of 18, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 7.2.2.

7.2.2 In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours.

7.2.3 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.

7.2.4 New Leaf Paper shall prohibit the worst forms of child Labor.

7.3 New Leaf Paper shall eliminate all forms of forced and compulsory Labor.

7.3.1 Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

7.3.2 There is no evidence of any practices indicative of forced or compulsory Labor, including, but not limited to, the following:

- *physical and sexual violence*

- *bonded Labor*
- *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.*

7.4 New Leaf Paper shall ensure that there is no discrimination in employment and occupation.

7.4.1 Employment and occupation practices are non-discriminatory.

7.5 New Leaf Paper shall respect freedom of association and the effective right to collective bargaining.

7.5.1 Workers are able to establish or join worker organizations of their own choosing.

7.5.2 New Leaf Paper respects the full freedom of workers' organizations to draw up their constitutions and rules.

7.5.3 New Leaf Paper respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

7.5.4 New Leaf Paper negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

7.5.5 Collective bargaining agreements are implemented where they exist.

All NLP's agree to this policy and signed agreements are kept on record.

Internal FSC Child Labor Law Training occurred 2/2022.