

# **LOGS & LUMBER LIMITED**

## **FSC CORE LABOUR REQUIREMENT**

### **POLICY STATEMENT**

Logs & Lumber Limited recognises and comply with the FSC core labour requirements as part of our operations. This policy statement is adopted and implemented, and we will ensure to maintain an up to date self-assessment for a better future.

#### **7.2. CHILD LABOUR**

- Our organization do not use child labour nor employ workers under age 18.
- Our organization do not engage people under ages of 13 to 15 years in light work
- Our organization do not engage people under age 18 years in hazardous or heavy work except for the purpose of training.
- Our organization do not engage in force and compulsory labour
- Our organisation prohibit worse forms of child labour

#### **7.3. FORCED LABOUR**

- Our organisation do not practice any forms of force and compulsory labour.
- Our employment relationships are voluntary and based on mutual consent, without the threat of 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 identify documents, threats of denunciation to the authorities.

#### **7.4. DISCRIMINATION IN EMPLOYMENT AND OCCUPATION**

- Our organization ensures that there is no discrimination in employment and occupation
- Our organisation ensures that all employment and occupational practice are non-discriminatory

## **7.5. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING**

- Our organization respect freedom of association and the effective right to collective bargaining.
- Our employees are able to join any workers' organisations (unions) of their own choice
- Our organisation respects the full freedom of workers' organisations (unions) to draw up their constitutions and rules.
- Our organisation respect the rights of workers to engage in lawful activities related to forming, joining or assisting workers' organisation (union) without discrimination or punishment.
- Our organisation negotiate in good faith with (Timber And Woodworkers Union of TUC (Ghana), a lawfully established union and ensures with the best effort to reach a collective bargaining agreement.
- Our organisation implements the Collective Agreement signed between us and the union.

## **MANAGEMENT OF L.L.L**