



NORSTAM VENEERS, INC.

Policy Statement of FSC® Core Labor Requirements*

Adopted: AUG. 19TH, 2022

Norstam Veneers, Inc. is committed to the principles promoted by the Forest Stewardship Council® (FSC) of environmentally appropriate, socially beneficial, and economically viable management of forests.

Furthermore, Norstam Veneers, Inc. is committed to complying with the FSC core labor standards, as published in FSC-STD- 40-004 v3-1 Clause 7.

These standards are:

7.2 The organization shall not use child labor.

7.2.1 The organization shall 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, 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 The organization shall prohibit the worst forms of child labor.

7.3 The organization 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 practice 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.

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* This Policy Statement was developed to demonstrate our organizational commitment to the FSC core labor requirements as described in the "FSC report on generic criteria and indicators based on ILO Core Conventions principles (2017)" and as detailed in FSC-STD-40-004 v3-1, section 7.1-7.5 (2021). Copies of this policy statement are publicly available to stakeholders and other interested parties via the Norstam Veneers, Inc. website: norstam.com

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7.4 The organization shall ensure that there is no discrimination in employment and occupation.

7.4.1 Employment and occupation practices are non-discriminatory.

7.5 The organization 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 The organization respects the full freedom of workers' organizations to draw up their constitutions and rules.

7.5.3 The organization 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 The organization 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.

The United States has extensive legislation protecting the social rights of individuals and workers. The FSC core labor requirements are upheld in several pieces of US Federal Legislation, and we comply with requirements within those laws.

Norstam Veneers, Inc. is an equal opportunity employer, and no person is to be discriminated against because of race, religion, color, sex, age, national origin, ancestry, marital status, sexual orientation, military status or unfavorable termination from military service, citizenship status, or physical or mental handicap.

Beyond operating under the requirements of law and the principles in the FSC core labor standards, Norstam Veneers, Inc. believes from an ethical point of view that no employee shall be subject to constraints and restrictions that prevent them from freely forming and exercising opinions or developing personally and professionally.

We are committed to a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment.

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