

**GRUNDSATZERKLÄRUNG
ZU DEN
FSC® KERNARBEITSNORMEN**

*POLICY STATEMENT ON THE
FSC® CORE LABOR REQUIREMENTS*

FSC-STD-40-004 V3-1

Schattdecor SE

Schattdecor Sp. z o.o.

Schattdecor s.r.l

Schattdecor do Brasil Ind. e Com. Ltda.

Schattdecor Dekoratif Kağıt Baskı San. ve Tic. Ltd. Şti.

Schattdecor Inc.

Schattdecor SDN BHD



GRUNDSATZERKLÄRUNG ZU DEN FSC – KERNARBEITSNORMEN

Bezug: FSC-STD-40-004 V3-1

Die Grundsatzerklärung gilt für die Schattdecor SE, Walter-Schatt-Allee 1–3, 83101 Thansau
Der Zertifikatshalter bekennt sich zu den FSC Kernarbeitsnormen und erklärt hiermit:

Wir setzen keine Kinderarbeit ein.

- Es werden keine Arbeitnehmer unter 15 Jahren beschäftigt. Keine Person unter 18 Jahren wird mit gefährlichen oder schweren Arbeiten beschäftigt; es sei denn, es handelt sich um eine Ausbildung im Rahmen der genehmigten nationalen Gesetze und Vorschriften.
- Personen im Alter von 13 bis 15 Jahren sind nur für leichte Arbeiten zugelassen und die Beschäftigung beeinträchtigt weder die Schulausbildung, noch ist sie schädlich für die Gesundheit oder Entwicklung der Kinder. Insbesondere dort, wo Kinder der Schulpflicht unterliegen, arbeiten sie nur außerhalb der Schulzeit während der normalen Tagesarbeitszeit.
- Der Zertifikatsinhaber verbietet die schlimmsten Formen der Kinderarbeit.

Wir schließen alle Formen von Zwangs- und Pflichtarbeit aus, insbesondere:

- körperliche und sexuelle Gewalt
- Schuldknechtschaft
- Vorenthaltung von Löhnen/einschließlich der Zahlung von Arbeitsgebühren und/oder der Zahlung einer Kautions zur Aufnahme einer Beschäftigung
- Einschränkung der Mobilität/ Beweglichkeit des Arbeitnehmers
- Einbehaltung von Reisepass und/oder Ausweispapieren
- Androhung von Denunziation bei den Behörden
- Arbeitsverhältnisse sind freiwillig und basieren auf gegenseitigem Einverständnis, ohne Androhung einer Strafe.

Wir stellen sicher, dass Beschäftigungs- und Berufspraktiken nicht diskriminierend sind.

Wir respektieren die Vereinigungsfreiheit und das effektive Recht auf Kollektivverhandlungen.

- Die Arbeitnehmer können Arbeitnehmerorganisationen ihrer eigenen Wahl gründen oder solchen beitreten.
- Der Zertifikatsinhaber (sowie die angeschlossenen Standorte) respektiert die volle Freiheit der Arbeitnehmerorganisationen, ihre Satzungen und Regeln aufzustellen.
- Mit rechtmäßig gegründeten Arbeitnehmerorganisationen und/oder ordnungsgemäß gewählten Vertretern wird nach Treu und Glauben verhandelt und wir bemühen uns ggf. nach besten Kräften, einen Tarifvertrag abzuschließen.
- Kollektivvereinbarungen werden umgesetzt, wo sie existieren.

Thansau, 22.02.2022



Roland Auer
Vorstandsvorsitzender

OŚWIADCZENIE W SPRAWIE STOSOWANIA PODSTAWOWYCH STANDARDÓW PRACY FSC

Nr referencyjny: FSC-STD-40-004 V3-1

Oświadczenie polityki dotyczy:

Schattdecor Spółka z ograniczoną odpowiedzialnością, ul. Sowie 10, 62-080 Tarnowo Podgórne, wpisanej do Krajowego Rejestru Sądowego – Rejestru Przedsiębiorców prowadzonego przez Sąd Rejonowy Poznań – Nowe Miasto i Wilda w Poznaniu, VIII Wydział Gospodarczy KRS pod numerem 0000149942, NIP: 782-00-32-528, REGON: 630139658, reprezentowanej przez:

Prezesa Zarządu – Pana Jerzego Szejwian,
Członka Zarządu – Pana Pawła Fiebig.

Posiadacze certyfikatu zobowiązują się do przestrzegania Podstawowych standardów pracy FSC i niniejszym oświadczają:

Nie korzystamy z pracy dzieci.

- Nie zatrudnia się pracowników poniżej 15 roku życia. Żadna osoba poniżej 18 roku życia nie może być zatrudniona przy pracach niebezpiecznych lub uciążliwych, jednak z wyjątkiem szkoleń w ramach zatwierdzonych krajowych przepisów ustawowych i aktów wykonawczych.
- Osoby w wieku od 13 do 15 lat mogą wykonywać tylko lekką pracę, która nie koliduje z nauką szkolną i nie jest szkodliwa dla ich zdrowia lub rozwoju. Szczególnie tam, gdzie dzieci podlegają obowiązkowi szkolnemu, pracują one poza czasem trwania zajęć szkolnych wyłącznie w zwykłych godzinach pracy w ciągu dnia.
- Posiadacz certyfikatu wyrzeka się stosowania najgorszych form pracy dzieci.

Wykluczamy stosowanie jakichkolwiek form pracy przymusowej i obowiązkowej, a w szczególności:

- Przemocy fizycznej i na tle seksualnym,
- Niewolniczej pracy za długi,
- Wstrzymywanie wypłaty wynagrodzenia / łącznie z należnościami za pracę i/lub wpłaceniem kaucji za podjęcie pracy,
- Ograniczenie mobilności / swobody poruszania się pracownika,
- Zatrzymanie paszportu i/lub dokumentów tożsamości,
- Groźba złożenia donosu do organów władzy państwowej,
- Stosunek pracy jest nieprzymusowy i oparty na zgodnym oświadczeniu woli oraz nie jest zawierany pod rygorem wymierzenia kary.

Zapewniamy, że nasze praktyki w zakresie zatrudnienia i wykonywania zawodu są niedyskryminujące.

Szanujemy wolność zrzeszania się i skuteczne prawo do rokowań zbiorowych.

- Pracownicy mogą tworzyć lub przystępować do organizacji pracowniczych według własnego wyboru.
- Posiadacz certyfikatu (jak również jednostki stowarzyszone) szanuje pełną swobodę organizacji pracowniczych w zakresie ustalania przez nie swoich statutów i regulaminów.
- Rokowania są prowadzone w dobrej wierze z legalnie działającymi organizacjami pracowniczymi i/ lub ich należycie wybranymi przedstawicielami, a tam, gdzie to stosowne, dokłada się wszelkich starań w celu zawarcia układu zbiorowego.
- Układy zbiorowe pracy są wdrażane tam, gdzie zostały zawarte.

Data: 10.02.2022r.



Jerzy Szejwian Paweł Fiebig
Prezes Zarządu Członek Zarządu

DICHIARAZIONE DEI PRINCIPI SUI DIRITTI FONDAMENTALI DEL LAVORO FSC

Riferimento: FSC-STD-40-004 V3-1

La dichiarazione di principi vale per Schattdecor Srl Via Thansau n.1 ROSATE (MI)

il titolare della certificazione si dichiara a favore dei requisiti sui diritti fondamentali del lavoro FSC e con la presente dichiara:

Non si impiega lavoro minorile.

- Non si assumono lavoratori d'età inferiore ai 18 anni;
- A scopo formativo possono essere impiegate persone di età tra 15 e 18 anni nel rispetto delle Leggi e dei regolamenti nazionali approvati;
- Il titolare del certificato garantisce il non sfruttamento del lavoro minorile.

Si escludono tutte le forme di lavoro forzato e obbligatorio, in particolare:

- pressione fisica, sessuale, psicologica;
- lavoro ricattatorio;
- trattenuta del salario e/o il versamento di una cauzione per iniziare il lavoro;
- limitazione alla mobilità del lavoratore;
- trattenuta del passaporto e/o dei documenti d'identità;
- minacce di denuncia alle autorità.

Si dichiara che i rapporti di lavoro sono volontari e basati sul consenso reciproco, senza la minaccia di ritorsioni.

Si assicura che le pratiche lavorative e professionali non siano discriminatorie.

Si rispetta la libertà di associazione e il diritto effettivo alla contrattazione collettiva.

- I lavoratori possono aderire a loro scelta a organizzazioni di lavoratori oppure fondarne di nuove;
- Il titolare del certificato rispetta la piena libertà delle organizzazioni di lavoratori nel redigere dei propri statuti e regole;
- Il titolare del certificato negozia con le organizzazioni dei lavoratori legalmente riconosciute e/o con i loro rappresentanti, in buona fede e con il massimo impegno per raggiungere un accordo di contrattazione collettiva;
- Il titolare del certificato assicura che il contratto collettivo di lavoro sia sempre applicato.

Rosate 18/02/2022

SCHATTDECOR Srl



Marco Aquino
Direttore Generale

DECLARAÇÃO DE POLÍTICA SOBRE OS REQUISITOS TRABALHISTAS ESSENCIAIS DO FSC

Conforme: FSC-STD-40-004 V3-1

A Declaração de Política se aplica à:

Schattdecor do Brasil Indústria e Comércio Ltda, Localizada na Rua Francisco Muñoz Madrid, 1652, Roseira, Cep 83070-152, São José dos Pinhais-Pr. Brasil – Unidade Matriz

Schattdecor do Brasil Indústria e Comércio Ltda, Localizada na Rua Francisco Muñoz Madrid, 2220, Roseira, Cep 83070-152, São José dos Pinhais-Pr. Brasil – Unidade Filial

e

Nossa Serviço Temporário e Gestão de Pessoas Ltda, Localizada na R. Lamenha Lins, 2232, Rebouças, Cep 80220-080, Curitiba-PR

Os detentores de certificados estão comprometidos com os padrões trabalhistas fundamentais do FSC e declaram:

Não utilizamos mão de obra infantil.

- Não serão empregados trabalhadores menores de 15 anos. Nenhuma pessoa menor de 18 anos será empregada em trabalhos perigosos ou pesados; a menos que seja jovem aprendiz, sob leis e regulamentos nacionais vigentes.
- Pessoas de 13 a 15 anos só são permitidas para trabalhos leves e o emprego não de interferir na escolaridade ou prejudicar à saúde ou ao desenvolvimento das crianças. Especialmente quando as crianças estão sujeitas à educação obrigatória, elas só podem trabalhar fora do horário escolar e durante o horário normal de trabalho diurno.
- O detentor do certificado proíbe as piores formas de trabalho infantil.

Excluimos todas as formas de trabalho forçado e obrigatório, em particular:

- Violência física e sexual
- Servidão por dívida
- Retenção de salários/incluindo pagamento de taxas trabalhistas e/ou pagamento de fiança para aceitar emprego.
- Restrição da mobilidade/liberdade do funcionário
- Retenção de passaporte e/ou documentos de identidade.
- Ameaça de denúncia às autoridades
- As relações de trabalho são voluntárias e baseadas no consentimento mútuo, sem ameaça de penalidade.

Garantimos que o emprego e as práticas profissionais não são discriminatórios.

Respeitamos a liberdade de associação e o direito efetivo à negociação coletiva.

- Os trabalhadores podem formar ou aderir a organizações de trabalhadores de sua própria escolha.
- O detentor do certificado (assim como nas filiais) respeitam a total liberdade das organizações de funcionários de estabelecer seus estatutos e regras.
- Organizações de trabalhadores legalmente constituídas e/ou representantes devidamente eleitos, serão tratados de boa fé e usaremos nossos melhores esforços para chegar a um acordo coletivo apropriado.
- Os acordos coletivos são implementados onde existirem.

São José dos Pinhais, 01 de fevereiro de 2022.



Carla Mendes Alves
Diretora de Gestão e Cultura

FSC TEMEL İŞGÜCÜ GEREKSİNİMLERİ HAKKINDA POLİTİKA BEYANI

İlgi: FSC-STD-40-004 V3-1

Bu politika beyanı ile, Güzeller OSB. İnönü Mahallesi Fatih Sultan Mehmet Cad. No: 2 41400 Gebze Kocaeli adresinde mukim SCHATTDECOR DEKORATİF KAĞIT BASK/ SAN. VE TİC. LTD.ŞTİ.

FSC Temel İşgücü Gereksinimlerine uymayı taahhüt eder ve aşağıdaki hususları beyan eder:

Çocuk işçi çalıştırmıyoruz.

- İşletmelerimizde 15 yaşından küçük işçiler istihdam edilmemektedir. İşletmelerimizde 18 yaşından küçük hiç kimse, tehlikeli veya ağır işlerle görevlendirilmemektedir; onaylanmış ulusal yasa ve mevzuatlarda öngörülen mesleki eğitim kapsamında olan faaliyetler bunun dışındadır.
- İşletmelerimizde 13 ile 15 yaş arası kişilerin sadece hafif işlerde çalışmalarına izin verilmektedir ve bu çalışma, okul eğitimini engellemekte olup, çocukların sağlığı ve gelişimi için zararlı değildir. Özellikle zorunlu eğitime tabi oldukları yerlerde çocuklar, sadece okul saatleri dışındaki normal günlük çalışma saatlerinde çalışırlar.
- Sertifika sahibi, çocuk işçiliğinin en kötü biçimlerini yasaklamaktadır.

Zorla ve zorunlu çalıştırmanın her türlü şeklini reddediyoruz, özellikle de:

- Bedensel ve cinsel şiddeti
- Borç köleliğini
- Ücretlerin alıkonmasını/işçilik ücretlerinin kesilmesini ve/veya işe alım için teminat ödenmesini
- Çalışanın serbest dolaşımının/hareketliliğinin sınırlandırılmasını
- Pasaport ve/veya kimlik belgelerinin alıkonmasını
- Resmi makamlara şikayet tehdidini
- İstihdam ilişkileri, herhangi bir ceza tehdidi olmaksızın gönüllülük esasına ve karşılıklı anlaşmaya dayanır.

İstihdam ve meslek uygulamalarının ayrımcı olmamasını sağlıyoruz.

Örgütlenme özgürlüğüne ve etkin toplu sözleşme hakkına saygı gösteriyoruz.

- Çalışanlar, işçi örgütleri kurabilirler veya kendi seçtikleri işçi örgütlerine üye olabilirler.
- Sertifika sahibi (ve ona bağlı yerler) işçi örgütlerinin tam özgürlüğüne, onların tüzük ve kurallarına saygı gösterir.
- Kanunlara uygun olarak kurulan işçi örgütleri ve/veya usule uygun şekilde seçilen temsilcilerle, dürüstlük ve doğruluk ilkeleri doğrultusunda müzakere ederiz ve gereği halinde elimizden gelen en uygun şartlarda bir toplu sözleşme ya mayaya çaba gösteririz.
- Var olan yerlerdeki toplu sözleşmeler uygulanır.

16.02.2022



Genel Müdür
Erkan Sürat

POLICY STATEMENT ON THE FSC CORE LABOR REQUIREMENTS

Reference: FSC-STD-40-004 V3-1

The policy statement applies to:
Schattdecor Inc.
13950 Riverport Place Drive.
Maryland Heights, MO 63043

The certificate holders are committed to the FSC core labor requirements and hereby declare:

We do not use child labor.

- No workers under the age of 15 are employed. No person under the age of 18 will be employed in hazardous or heavy work; except for the purpose of training within approved national laws and regulations. Persons aged 13 to 15 are only permitted to carry out light work and the employment should not interfere with schooling, nor be harmful to the children's health or development. Especially where children are subject to compulsory schooling, they only work outside of school hours during normal daily working hours.
- The certificate holder prohibits the worst forms of child labor.

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

- Physical and sexual violence
- Bonded labor
- Withholding of wages/including payment of labor fees and/or payment of deposit to commence employment
- Restriction of the employee's mobility
- Retention of passport and/or identification papers
- Threat of denunciation to the authorities
- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty

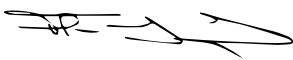
We ensure that employment and professional practices are non-discriminatory.

- Adhere to Federal, State and Local laws including: Employment Non – Discrimination Act, Ban the Box Law and Age Discrimination in Employment Act
- Equal Employment Opportunity policy statement within employee manual

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

- Workers can form or join workers' organizations of their own choosing.
- The certificate holder (as well as the affiliated locations) respects the full freedom of workers' organizations to set their constitutions and rules.
- We will negotiate with legally constituted workers' organizations and/or duly elected representatives in good faith and we will use our best efforts to reach a collective agreement where appropriate.
- Collective bargaining agreements are implemented where they exist.

02 - 09 - 2022



Flavio Nunes



Policy Statement on the FSC Core Labor Requirements

Reference: FSC-STD-40-004 V3-1

The policy statement applies to:

Schattdecor Inc.
138 Zenker Road
Lexington, SC 29072 USA

Snelling
114 Haygood Avenue
Lexington, SC 29072 USA

The certificate holders are committed to the FSC Core Labor Requirements and hereby declare:

We do not use child labor.

- No workers under the age of 15 are employed. No person under the age of 18 will be employed in hazardous or heavy work; except for the purpose of training within approved national laws and regulations. *Persons aged 13 to 15 are only permitted to carry out light work and the employment should not interfere with schooling, nor be harmful to the children's health or development. Especially where children are subject to compulsory schooling, they only work outside of school hours during normal daily working hours.*
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- Collective bargaining agreements are implemented where they exist.

Flavio Nunes

Managing Director
May 1, 2023

Elizabeth Trenbeath

Franchise President
May 1, 2023

KENYATAAN DASAR TENTANG KEPERLUAN TENAGA BURUH TERAS FSC

Rujukan: FSC-STD-40-004 V3-1

SCHATTDECOR SDN BHD
LOT 2993, JALAN BUKIT BADONG
45600 BESTARI JAYA,
SELANGOR, MALAYSIA

Pemegang sijil terikat dengan keperluan tenaga buruh FSC dan dengan ini menegaskan bahawa:

Kami tidak menggunakan tenaga buruh kanak-kanak.

- Tiada dalam kalangan pekerja kami berusia bawah 15 tahun. Tiada individu yang berusia bawah 18 tahun akan diambil bekerja untuk tugas berbahaya atau kerja berat; kecuali dengan tujuan latihan yang dibenarkan oleh undang-undang dan peraturan negara.
- Individu berusia antara 13 hingga 15 tahun hanya dibenarkan menjalankan kerja-kerja ringan dan pekerjaan ini tidak boleh mengganggu persekolahan, atau membahayakan kesihatan atau perkembangan kanak-kanak. Terutamanya apabila kanak-kanak wajib bersekolah, mereka hanya bekerja di luar waktu sekolah pada hari bekerja biasa.
- Pemegang sijil melarang penggunaan buruh kanak-kanak yang teruk.

Kami tidak menggunakan segala bentuk kerja paksa, terutamanya:

- Keganasan fizikal dan seksual
- Buruh yang terikat dengan hutang
- Menahan gaji/termasuk pembayaran upah dan/atau bayaran deposit untuk memulakan pekerjaan
- Sekatan terhadap pergerakan pekerja
- Menahan pasport dan/atau dokumen pengenalan
- Ugutan pembatalan kepada pihak berkuasa
- Hubungan pekerjaan adalah secara sukarela dan berdasarkan persetujuan bersama tanpa ugutan denda

Kami memastikan bahawa amalan kerja dan amalan profesional adalah tanpa diskriminasi.

Kami menghormati kebebasan berserikat dan hak untuk rundingan bersama.

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

- Pekerja boleh membentuk atau menyertai pertubuhan pekerja pilihan mereka.
- Pemegang sijil (termasuk lokasi berkaitan) menghormati kebebasan penuh pertubuhan pekerja untuk menetapkan perlembagaan dan peraturan mereka.
- Kami akan berunding dengan pertubuhan pekerja yang sah dan/atau wakil yang dipilih dengan penuh percaya dan kami akan berusaha sebaiknya untuk mencapai persetujuan bersama mana-mana yang bersesuaian.
- Persetujuan rundingan bersama akan dilaksanakan apabila ia wujud.

01.03.2022

Schattdecor Sdn Bhd



Basil Corera
Pegarah Urusan