



imagine a place®

CORE LABOUR POLICY STATEMENT

OFS, under FSC-STD-40-004 (v3-1) Chain of Custody Certification, has adopted and implemented a policy statement that encompasses the FSC core labour requirements and will maintain an up-to-date self-assessment. OFS will give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements. This policy statement covers the following:

Child Labour

OFS does not employ workers below the age of 15.

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.

OFS prohibits the worst forms of child labour.

Forced and Compulsory Labour

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

There is no evidence of any 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.

Discrimination in employment and occupation

Employment and occupation practices are non-discriminatory.

Freedom of association and the effective right to collective bargaining

OFS employees are able to establish or join worker organizations of their own choosing.

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

OFS 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.

OFS 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.

Collective bargaining agreements are implemented where they exist.

ofs.com

1204 East Sixth Street
Huntingburg, IN 47542
866.637.9328