

Policy Statement on the FSC Core Labour Standards

(Reference: FSC-STD-40-004 V3-1, Paragraph 1.5 / Appendix D)

The policy statement is valid for the Hamburger Containerboard GmbH and covers:

- Hamburger Containerboard GmbH, Aspangerstraße 252, 2823 Pitten, Austria
- W. Hamburger GmbH, Aspangerstraße 252, 2823 Pitten, Austria
- Hamburger Hungaria GmbH, Papírgyéri út 42-46, H-2400 Dunaújváros, Hungaria
- Hamburger Rieger GmbH, Riegerstraße 4, 83308 Trostberg, Germany
- Hamburger Rieger GmbH, An der Heide B5, 03130 Spremberg, Germany
- Hamburger Rieger Gelsenkirchen GmbH & Co KG, Alfred-Zingler-Straße 15, 45881 Gelsenkirchen, Germany
- Dentas Containerboard Kağıt Sanayi ve Töcuret A.S., Akhan Mah. 104 Sok. No: 8, Denizli, Turkey
- Dentas Containerboard Kağıt Sanayi ve Töcuret A. Ş., Ergene 2 OSB. D100 Karayolu No:127, Ergene/Tekirdag, Turkey

We claim respect for humanitarian rights at our production sites and beyond. In line with our policy and our Code of Conduct, we respect and promote the occupational safety and health of our employees with the highest priority. Legislation is already implementing parts of the FSC core labour standards into national law. Certified quality management systems have been established at all sites to ensure compliance with legal requirements and our high standards of meeting internal and external interests in the best possible way. In addition, the sites in Hungary and Turkey have an internationally recognized occupational health and safety management system.

The FSC core labour standards are seen as fundamental minimum basis for occupational health and safety.

Hamburger Containerboard hereby declares:

We do not use child labour:

- 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 education under approved national laws and regulations
- The certificate holder prohibits any type of child labour.

Hamburger Containerboard

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Place of Business and Commercial register court: Wr. Neustadt
Commercial register: FN174465t
VAT: ATU45594405

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

- physical and sexual violence and debt bondage
- Withholding of wages
- payment of labour fees and/or payment of a deposit to begin employment
- Restriction of mobility/agility of the worker
- Withholding of passport and/or identification documents
- Threat of denunciation to the authorities.

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

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

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

- Employees may establish or join employee organizations of their own choice
- Hamburger Containerboard respects the full freedom of employee organizations to establish their statute and rules
- Negotiations with legally established employee organizations and/or duly elected representatives will be acted in good faith and, where appropriate, we will use our best efforts to conclude a collective wage agreement
- Collective agreements will be implemented where they exist
- Employees will not be discriminated against or penalized in the exercise of the above rights, and we will respect the right to freedom of association and collective bargaining

June 2024

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