

Independent Printing Company, Inc. FSC Core Labor Requirements

Revised 4/22

Independent Printing Co, Inc. has adopted and implanted a policy statement. We chose to make our policy available to our stakeholders on our webpage and it covers:

A. Child Labour

- a. Independent Printing Co, Inc. is not employing workers below the age of 15.
- b. 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.
- c. Independent Printing Co, Inc. prohibits the worst forms of child labour.

B. Force and Compulsory Labour

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

C. Discrimination in Employment and Occupation

- a. Employment and occupation practices are non-discriminatory.

D. Freedom of Association and Right to Collective Bargaining

- a. Our workers are able to establish or join worker organizations of their own choosing.
- b. Independent Printing Co, Inc. respects the full freedom of workers' organizations to draw up their constitutions and rules.
- c. Independent Printing Co, Inc. 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.
- d. Independent Printing Co, Inc. 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.
- e. Collective bargaining agreements are implemented where they exist.