



Commitment to ILO Core Labour Requirements

In line with INTERHOLCO's [Code of Conduct](#) and [Responsible forestry and procurement policy](#) and with the FSC®¹ and PEFC™² standards, INTERHOLCO is committed to the ILO core labour requirements.

INTERHOLCO will not use child labour:

- No workers under the age of 15 are employed and respecting the minimum age as stated under national, or local laws or regulations.
- No person under the age of 18 will be employed in hazardous or heavy work; except for the purpose of training under approved national laws and regulations.
- We prohibit the worst forms of child labor.

INTERHOLCO excludes all forms of forced and compulsory labour, in particular:

- Physical and sexual violence;
- Debt bondage;
- Withholding of wages/including payment of labour fees and/or payment of bail to take up 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 penalty. INTERHOLCO ensures that employment and professional practices are not discriminatory.

¹ FSC-STD-40-004 V3-1 Chain of Custody Standard (FSC); Trademark License FSC®C022952

² PEFC ST 2002:2020— Chain of Custody of Forest and Tree Based Products – Requirements; Trademark License: PEFC-15-31-0084

INTERHOLCO respects freedom of association and the effective right to collective bargaining:

- Workers can form or join workers' organizations of their own choosing.
- INTERHOLCO, as well as the affiliated sites in other countries, respects the full freedom of employee organizations to set up their statutes and rules.
- We will deal in good faith with legally constituted workers' organizations and/or properly elected representatives and will use our best efforts to reach a collective agreement where appropriate.
- Collective agreements are implemented where they exist.

This commitment is applicable for INTERHOLCO AG, its affiliated companies and subcontractors.

Baar, 7 April 2022

Ulrich Grauert
CEO