

Policy Statement on FSC Core Labor Standards

Reference: FSC-STD-40-004 V3-1, Paragraph 1.5 / Annex D

The policy statement applies to Leeb GmbH & Co. KG, Woringer Straße 14, 87700 Memmingen, Germany.

Leeb GmbH & Co. KG is committed to the FSC core labor standards and hereby declares:

We do not use child labor.

- We do not employ workers under the age of 15. No person under the age of 18 is employed in hazardous or heavy work, unless it is training under approved national laws and regulations.
- The certificate holder prohibits the worst forms of child labor.

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

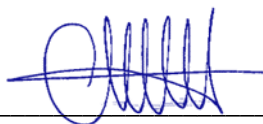
- Physical and sexual violence
- Debt bondage
- Withholding of wages ♦ including payment of labor fees and/or payment of a deposit to take up employment
- Restriction of the worker's mobility/agility
- Withholding of passport and/or identity documents
- Threat of denunciation to the authorities
- Employment relationships are voluntary and based on mutual consent, without threat of punishment.

We ensure that employment and professional practices are not discriminatory.

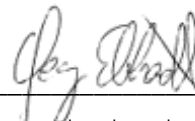
We respect the freedom of association and the effective right to collective bargaining.

- Employees may establish or join employee organizations of their own choice.
- The certificate holder respects the full freedom of employee organizations to establish their own charters and rules.
- We will negotiate in good faith with duly constituted employee organizations and/or duly elected representatives and, where appropriate, use our best efforts to conclude a collective agreement.
- Collective agreements will be implemented where they exist.
- Employees are not discriminated against or penalized for exercising the above rights.
- We respect the right to freedom of association and collective bargaining.

Memmingen, 15.06.2024



Dr. Julia Eberhardt
Geschäftsführende Gesellschafterin



Georg Eberhardt
Geschäftsführender Gesellschafter