

Core Labour Statement

The following statement is made in accordance with the core labour requirements as published by FSC (FSCSTD-40-004 V3-0) and the methods in which AI KARMA Company have taken in complying to rule out Child/Forced Labour, discrimination within employment and ensuring that AI KARMA Company will respect Freedom of Association and the effective Right to Collective Bargaining.

1. In the application of the FSC core labour requirements, AI KARMA Company will give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.
2. AI KARMA Company will not use child labour.
 - 2.1. AI KARMA Company will not employ workers below the age of 16, or below the minimum age as stated under national, or local laws or regulations, whichever age is lower.
 - 2.2. In countries where the national law or regulations permit the employment of persons between the ages of 14 to 16 years in light work, such employment should not interfere with schooling nor, be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal daytime working hours.
 - 2.3. 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.
 - 2.4. AI KARMA Company will prohibit the worst forms of child labour.
3. AI KARMA Company will eliminate all forms of forced and compulsory labour.
 - 3.1. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
 - 3.2. There is no evidence of any practice's 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.
4. AI KARMA Company will ensure that there is no discrimination in employment and occupation.
- 4.1. Employment and occupation practices are non-discriminatory.
5. AI KARMA Company will respect freedom of association and the effective right to collective bargaining.
- 5.1. Workers can establish or join worker organisations of their own choosing.
- 5.2. AI KARMA Company respects the full freedom of workers' organizations to draw up their constitutions and rules.
- 5.3. AI KARMA Company 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.
- 5.4. AI KARMA Company 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.
- 5.5. Collective bargaining agreements are implemented where they exist.