



DS Smith Packaging Czech Republic s.r.o.

FSC® Policy (FSC-C111790)

FSC Basic Values

The Company DS Smith Packaging Czech Republic s.r.o. is not directly or indirectly involved in the following unacceptable activities:

- a) **Illegal logging or the trade in illegal wood or forest products**
- b) **Violation of traditional and human rights in forestry operations**
- c) **Destruction of high conservation values in forestry operations**
- d) **Significant conversion of forests to plantations or non-forest use**
- e) **Introduction of genetically modified organisms in forestry operations**
- f) **Violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work.**

FSC Core Labour Requirements

1. The organization shall not use child labour

DS Smith company never uses child labour, it always respects the age limits set by the legal system of Czech Republic. No person under the age of 18 is employed in hazardous or heavy work operations.

2. The organization shall eliminate all forms of forced and compulsory labour

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

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 commerce employment)
- Restriction of mobility/movement
- Retention of passport and identity documents
- Threats of denunciation to the authorities.

3. The organization shall ensure that there is no discrimination in employment

DS Smith company is committed to non-discrimination in employment and work. All procedures in employment and at work are non-discriminatory. The company undertakes to promote and implement the principle of equal opportunities.

4. The organization shall respect freedom of association and the effective right to collective bargaining

Workers of DS Smith are able to establish of join worker organizations of their own choosing. The organization respects the full freedom of workers' organizations to draw up their constitutions and rules. The organization 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. The organization 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. Collective bargaining agreements are implemented where they exist.

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Martin Němec
Subregional MD