

## **POLICY STATEMENT- Compliance with FSC Core Labor Requirements**

### **Statement of Values**

**Fong Shann Printing Philippines, Inc.** recognizes the importance of maintaining and promoting the fundamental human rights of our staff and partners by operating under programs and policies that:

- Ensure employment is non-discriminatory, based on mutual consent, without threat of penalty
- Promote a workplace free from discrimination and harassment
- Prohibit child labor, forced labor, and human trafficking
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with applicable laws and regulations
- Provide humane and safe working conditions
- Recognize our employee's rights to freedom of association and collective bargaining

*This is further supported by our Company Handbook and Employment Contract.*

### **1. Freely Chosen Employment**

**FSPPI** prohibits forced, bonded, involuntary, labor slavery or trafficking person shall not be used. This includes recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor. There shall be no unreasonable restrictions on worker's freedom of movement in the premises in addition to unreasonable restrictions on entering or exiting company-provided facilities. Workers shall be provided with a written employment agreement that contains the description of terms and conditions of employment prior to deployment. Employment is voluntary and workers are free to leave work at any time or terminate their employment. Workers are not required to pay the company or the agency any recruitment fees or other related fees for their employment.



## **2. Child Labor**

**FSPPI** does not normally employ individuals under 18 or the local minimum age defined by applicable laws and regulations. The use of legitimate internship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety.

## **3. Safety and Healthy Working Conditions**

**FSPPI** always seeks to provide and maintain a safe and healthy workplace and complies with applicable safety and health laws and regulations. We are dedicated to ensuring a safe workplace by minimizing the risk of accidents, injury, and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplace, including identifying hazards and remediation of health and safety issues.

## **4. Freedom of Association and Collective Bargaining**

**FSPPI** shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of the workers to refrain from such activities. Worker and or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear or discrimination, reprisal, intimidation or harassment


## **5. Working Hours, Wages, and Benefits**

**FSPPI** is compliant with all applicable wage laws, including those related to minimum wages, overtime hours, holiday and other legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than the regular hourly rates. For each pay period, workers shall be provided with a timely understandable wage statement or pay slip that includes sufficient information to verify accurate compensation for work done.

These Company statements will be reviewed annually a part of the FSC internal audits.

Dated: 16th August 2023

Signed :

Alan Tu   
Vice General Manager