

# FSC® Chain-of-Custody Policy

The Management of

## **RAPID PRESS PTE LTD**

Recognizes and agrees to the principles of the Policy for Association of Organizations with FSC (FSC-POL-01-004), and is strongly committed to:

- 1) Not to be directly or indirectly involved in the following unacceptable activities:
  - a) Illegal harvesting or illegal trade in forest products.
  - b) Violation of customary or human rights within the forestry or forest products sector.
  - c) Violation of workers' rights and principles defined in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work within the forestry or forest products sector.
  - d) Destruction of High Conservation Values (HCVs) in forests or High Conservation Value areas
  - e) Conversion of natural forest cover.
  - f) Use of genetically modified organisms in forestry operations for any other purposes than research.
- 2) Effective Implementation of the FSC CoC Management System and impart the FSC system practices on our services.
- 3) Strive to continuously improve the performance of the FSC CoC Management System.
- 4) Preventing ill health conditions at work.
- 5) Preventing unsafe condition / act .
- 6) Implementing and maintaining a framework that ensures the systematic management of health and safety in the workplace.

Recognizes and agrees to both the principles established by the International Labour Organization through the 1998 Declaration on Fundamental Principles and Rights at Work (the "Principles"), and the FSC Core Labour Requirements (FSC-STD-40-004) to protect the basic rights of workers without defining a uniform path for every nation to follow. Based upon these Principles, and consistent with applicable national law, rights, regulations, and administrative / judicial rules and procedures, the Organization is committed to:

- 7) No Child labour
  - Not employing workers below the age of 15.
  - No person under the age of 18 is employed in hazardous or heavy work
  - Prohibits the worst forms of child labour.
- 8) No Forced and compulsory labour
  - Ensure employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
  - Ensure no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
    - i. physical and sexual violence
    - ii. bonded labour
    - iii. withholding of wages /including payment of employment fees and
    - iv. or payment of deposit to commence employment
    - v. restriction of mobility/movement

- vi. retention of passport and identity documents
- vii. threats of denunciation to the authorities.

9) No Discrimination in employment and occupation

- Employment and occupation practices are non-discriminatory.

10) Ensuring freedom of association and right to collective bargaining

- Our workers are able to establish or join worker organizations of their own choosing.
- Respect the full freedom of workers' organizations to draw up their constitutions and rules.
- Respect 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.
- Negotiate with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Ensure Collective bargaining agreements are implemented where they exist.

The Management of Rapid Press Pte Ltd will ensure that this Policy and all procedures relating to it are communicated, understood and implemented by all company employees and the interested parties. All employees will perform their jobs properly, in accordance with this policy and established practices. The policy shall be reviewed at least once in a year and updated if necessary.

A handwritten signature in blue ink, appearing to read "Henry Leong", written over a horizontal line.

Henry Leong  
Director  
3<sup>rd</sup> Jan 2023