



Self – Declaration
Regarding PEFC ST 2002:2020

The signing Organization is associated with the Program for the Endorsement of Forest Certification Council (hereinafter: PEFC) by being either a member of or having a contractual relationship with PEFC. Hereby the signing Organization explicitly states that it has read and understood the requirements relating to health, safety and labor issues that are based on ILO Declaration on Fundamental Principles and Rights at Work, 1998.

- The organization shall demonstrate its commitment to comply with the social, health and safety requirements defined in this standard.
- The organization shall demonstrate that:
 - a) workers are not prevented from associating freely, choosing their representatives and bargaining collectively with their employer
 - b) forced labour is not used
 - c) workers, who are under the minimum legal age, the age of 15, or the compulsory school attendance age, whichever is higher, are not used
 - d) workers are not denied equal employment opportunities and treatment
 - e) working conditions do not endanger safety or health

In light of the above, the Organization explicitly agrees currently and in the future, as long as the relationship with PEFC exists, not to be 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. Activities where the spirit of the United Nation Declaration on the Rights of Indigenous Peoples (2007) is not met
- g. Conflict timber;

A handwritten signature in blue ink that reads 'Steve Bunker'.

Steve Bunker
Executive Vice-President

A handwritten signature in blue ink that reads 'Bal Ramdeo'.

Bal Ramdeo
VP Manufacturing

A handwritten signature in blue ink that reads 'Gloria Vaughn'.

Gloria Vaughn
Purchasing Director
FSC, SFI, PEFC Coordinator

A handwritten signature in blue ink that reads 'John Weirich'.

John Weirich
Controller