



## Self-Declaration

### Regarding PEFC-ST-2002-2013 Section 9

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 agrees currently and in the future to the following:

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

Handwritten signature of Steve Bunker in blue ink.

Steve Bunker  
Executive Vice-President

Handwritten signature of Bal Ramdeo in blue ink.

Bal Ramdeo  
VP Manufacturing

Handwritten signature of Gloria Vaughn in blue ink.

Gloria Vaughn  
Purchasing Director  
FSC, SFI, PEFC Coordinator

Handwritten signature of John Weirich in blue ink.

John Weirich  
Controller