

Appendix 1: Corporate Policy concerning FSC Organization

Self-Declaration

FSC-POL-01-004

Hereby the signing Organization explicitly states that it has read and understood the "Policy for the Association of Organizations with FSC" as published under www.fsc.org. This policy stipulates FSC's position with regards to unacceptable activities by organizations and individuals which already are or would like to be associated with FSC as well as the mechanism for disassociation.

In light of the above, the Organization explicitly agrees currently and in the future, as long as the relationship with FSC 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) Violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

The organization not use child labour and workers below the age of 15.

No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.

The organization prohibit the worst forms of child labour.

The organization 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 commence employment
- restriction of mobility/movement
- retention of passport and identity documents
- threats of denunciation to the authorities

The organization ensure that there is no discrimination in employment and occupation.

The organization shall respect freedom of association and the effective right to collective bargaining. Workers are able to establish or join worker organizations of their own choosing.

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.

Athens, February the 3rd 2024

City, Date

Marios Oikonomidis

For the Organization