

	Connemara Converting	
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	Created By: Michael Miller	Revision Date: x/xx/xx
	Approved By: Jason Meunier	Page 1 of 2
	FSC Core Labor Policy	

FSC Core Labor Policy per FSC-STD-40-004 V3-0 Section 7

In the application of the FSC core labor requirements, the Connemara shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.

1.1 Connemara shall not use child labor.

1.1.1 Connemara shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 1.1.2.

1.1.2 In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal day-time working hours.

1.1.3 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.

1.1.4 Connemara shall prohibit the worst forms of child labor.

1.2 Connemara shall eliminate all forms of forced and compulsory labor.

1.2.1 Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

1.2.2 Connemara will not participate in or condone practices indicative of forced or compulsory labor, including, but not limited to, the following:

- physical and sexual violence
- bonded labor
- 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.

1.3 Connemara ensures that there is no discrimination in employment and occupation.

1.3.1 Employment and occupation practices are non-discriminatory.

1.4 Connemara respects freedom of association and the effective right to collective bargaining.

1.4.1 Workers are able to establish or join worker organizations of their own choosing.

1.4.2 Connemara respects the full freedom of workers' organizations to draw up their constitutions and rules.



**Connemara
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Excellence in Converting

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- 1.4.3 Connemara 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.
- 1.4.4 Connemara will 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.
- 1.4.5 Collective bargaining agreements are implemented where they exist.