

As part of our FSC certification, Era organisation endeavours to commit to the FSC Core Labour requirements:

- The organisation shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.
- The organisation shall not use child labour.
- The organisation 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 countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work where, 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.
- 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 organisation shall prohibit the worst forms of child labour.
- The organisation shall 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 shall ensure that there is no discrimination in employment and occupation.
- Employment and occupation practices are non-discriminatory.
- The organization shall respect freedom of association and the effective right to collective bargaining.
- Workers are able to establish or join worker organisations of their own choosing.
- The organisation respects the full freedom of workers' organisations to draw up their constitutions and rules.
- The organisation respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- The organisation negotiates with lawfully established workers' organisations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Collective bargaining agreements are implemented where they exist.

The organisation will self audit and demonstrate compliance to the requirements, making any changes where necessary.

Signature	Position	Date
	Operations Manager	11/07/25