

TREECRAFT AND FSC POLICY STATEMENT

In common with most companies. Treecraft requires that suppliers ensure that their products are manufactured in:-

Safe and healthy conditions

By workers who are properly paid, and whose rights are respected

In factories which work to reduce their impact on the environment

Listed below outline our requirements, and how, as a supplier, you can work with Treecraft to ensure all these requirements are met. Also, our trading relationships occur within a context of transparency, trust, and integrity. Treecraft believes that everyone benefits from this.

POLICY ELEMENTS

1. Management Systems
2. Child Labor
3. Voluntary Labor
4. Health and Safety
5. Wages and Benefits
6. Working Hours
7. Freedom of Association and Collective Bargaining

1. MANAGEMENT SYSTEMS

- Adequate Management Systems are deployed

Suppliers should maintain all necessary policies, management and information systems, facilities, and human resources needed to ensure they comply with all applicable local laws and regulations and the requirements of this policy.

2. CHILD LABOR

– Child labor shall not be used

Suppliers shall not employ workers younger than the national minimum working age

3. VOLUNTARY LABOR

- Employment is freely chosen

4. HEALTH AND SAFETY

- Working Conditions are safe

Responsibility for health and safety is assigned to a senior management representative. Health and Safety training is provided for all workers. Appropriate Personal Protective Equipment is deployed, and its use enforced.

A natural disaster or emergency preparedness plan and training is in place.

5. WAGES AND BENEFITS

– Workers monetary entitlements are met or Exceeded

Wages for regular working hours shall meet or exceed local minimum rates, enable workers to meet their basic needs.

When commencing work all workers must have signed contracts in accordance with local law which include relevant information about their employment conditions, wages, working hours and benefits.

6. WORKING HOURS

– Working hours are not excessive

Regular working hours, excluding overtime, should not exceed 40 or 48 hours per week. (Whichever is defined by local law.)

All overtime hours should be voluntary and compensated correctly.

7. AND COLLECTIVE BARGAINING

– Freedom of Association or Collective bargaining are not restricted.