

Policy Statement for FSC™ Core Labour Requirements

according to FSC-STD-40-004 V3-1, Chapter 1.5 / Annex D



The policy statement applies to:

- Dunafin Zrt., Papírgyári út 44., H-2400 Dunaújváros
- Service providers who are active on site.
- Non-FSC certified subcontractors (according to FSC-STD-40-004 V3-1 Section 13), who perform work within the scope of the certificate not on site at the designated location.

The list of service providers and non-certified subcontractors is available for inspection.

Dunafin Zrt. commits to the FSC core labor standards and hereby declares:

We do not employ child labor.

- No persons under the age of 15 are employed.
- We employ individuals between the ages of 15 and 18 as part of vocational training (apprentices) and seasonal interns. These individuals are not employed in dangerous or strenuous tasks unless such tasks are permitted under national regulations as part of the training.
- We prohibit the worst forms of child labor.

We exclude all forms of forced and compulsory labor, especially:

- Physical and sexual violence
- Debt servitude
- Withholding of wages, including the payment of labor fees and/or the payment of a deposit to obtain employment
- Restriction of mobility/movement of the worker
- Retention of passport and/or identification papers
- Threat of denunciation to the authorities
- Employment relationships are voluntary and based on mutual consent, without the threat of punishment.

We ensure that employment and professional practices are non-discriminatory.

We respect the freedom of association and the effective right to collective bargaining.

- Employees can establish or join worker organizations of their own choice.
- Dunafin Zrt. respects the full freedom of worker organizations to establish their statutes and rules.
- Negotiations with lawfully established worker organizations and/or duly elected representatives are conducted in good faith, and we endeavor, if applicable, to the best of our abilities to conclude a collective agreement.
- Collective agreements are implemented where they exist.



Ivo Planeta
General Manager