

SELF-DECLARATION

FSC core labour requirements

1. In the application of the FSC core labour requirements, Dancoal Sp. z o.o. shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.
2. The organization shall not use child labour.
3. Dancoal Sp. z o.o. does not employ minors (people under 18).
4. The organization shall eliminate all forms of forced and compulsory labour.
5. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
6. 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.
7. The organization shall ensure that there is no discrimination in employment and Occupation.
8. Employment and occupation practices are non-discriminatory.
9. Dancoal Sp. z o.o. shall respect freedom of association and the effective right to collective bargaining
10. Workers are able to establish or join worker organizations of their own choosing.
11. The organization respects the full freedom of workers' organizations to draw up their constitutions and rules.
12. Dancoal Sp. z o.o. 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.
13. 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.
14. Collective bargaining agreements are implemented where they exist.

Łozienica, 27.04.2022

DANCOAL Sp. z o.o.
PREZES Zarządu
Tadeusz Redmann