Standard Operating Procedure (SOP) for FSC and PEFC

Name of Company:	**Evolution Forest Products Pty Ltd**
Address:	**34 Cameron Street, Clontarf, QLD 4019 Australia**
SOP Number:	**SOP-28**
SOP Title:	**Policy on the FSC's core labour requirements**
OH&S Requirements	**All relevant OH&S requirements must be followed, including signage and wearing of appropriate Personal Protective Equipment (PPE)**

CHILD LABOUR

Evolution Forest Products Pty Ltd commits not to use child labour in any aspects of its operations. In this context, the Company 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.

Where the Company employs persons between the ages of 13 to 15 years, such employees shall be engaged only in light work, provided such employment does not interfere with schooling nor be harmful to their health or development, and only outside of school hours during normal day time working hours.

Where the Company employs persons under the age of 18, such employees shall not engage in hazardous or heavy work except for the purpose of training within approved national laws and regulation.

The Company commits to prohibit the worst forms of child labour in its operations, including all of its supply chains.

FORCED LABOUR

The Company commits to eliminate all forms of forced and compulsory labour in its operations and its supply chains, 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; and
- threats of denunciation to the authorities.

Employment relationships within the Company shall be voluntary and based on mutual consent, without the threat of a penalty.

DISCRIMINATION IN EMPLOYMENT AND OCCUPATION

The Company shall ensure all forms of discrimination in employment and occupation are not practiced in its operations and supply chains, including the following:

- Discrimination against women and in particular the gender pay gap between women and men and on the grounds of family responsibilities and pregnancy.
- Discrimination against minority groups.
- Discrimination against Indigenous peoples.
- Discrimination against people with disability.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

The Company shall respect freedom of association and the effective right to collective bargaining. In this context, the Company shall:

- permit its workers to establish or join worker organizations of their own choosing;
- respect the full freedom of its workers' organizations to draw up their constitutions and rules;
- respect the rights of its 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;
- 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; and
- implement collective bargaining agreements where they exist.