

FSC Policy Statement regarding FSC-POL-01-004

(Policy for the Association of Organisations with FSC)

Walford Timber Ltd is associated with the Forest Stewardship Council A.C., Oaxaca, Mexico, or one of its subsidiaries or affiliates (hereinafter: FSC) by being either a member of or having a contractual relationship with FSC. Herby Walford Timber Ltd explicitly states that it has read and understood the "Policy for the Association of Organisations with FSC" as published under www.fsc.org. This policy stipulates FSC's position with regards to unacceptable activities by organisations and individuals, which already are or would like to be associated with FSC, as the mechanism for disassociation.

In light of the above, the Organisation explicitly agrees now and in the future, as long as the relationship with FSC exists, not to be directly or indirectly involved in the following unacceptable activities:

- a) Illegal logging or the trade in illegal wood or forest products;
- b) Violation of traditional and human rights in forestry operations;
- c) Destruction of high conservation values in forestry operations;
- d) Significant conversion of forests to plantations or non-forest use;
- e) Introduction of genetically modified organisms in forestry operations;
- f) Violation of any of the ILO Core Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work.

FSC Core Labour Requirements

Walford Timber will give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the FSC's core labour requirements.


- Walford Timber does not use child labour.
- Walford Timber does not employ workers below the of 16.
- The light work and interference with schoolwork does not apply to Walford Timber as they do not employ anyone under the age of 16.
- No person is employed under the age of 18 in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
- Walford Timber prohibits the worst forms of child labour.
- Walford Timber eliminates all forms of forced and compulsory labour.
- Employment relationships are voluntary and based on mutual consent, without threat or penalty.

Walford Timber has a zero tolerance policy towards any practices indicative of forced or compulsory labour, including, but not limited to, the following:

- Walford Timber ensures there is no discrimination in employment and occupation.
- Employment and occupation practices are non-discriminatory.
- Walford Timber respects the freedom of association and effective right to collective bargaining.
- Workers are able to establish or join work organisations of their own choosing.
- Walford Timber respects the full freedom of workers' organisations to draw up their constitutions and rules.
- Walford Timber 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.
- Walford Timber 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.
- 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.

City, Date	Ross-on-Wye, 8 th July 2021
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Walford Timber Ltd, George Smith (Managing Director)	
For the Organisation (Include the full name of the organisation and representative, authorised signature and, if applicable, the organisation's stamp)	