



KAYU PERMATA

Core Labour Statement

2023

The following statement is made in accordance with the core labour requirements as published by FSC (FSC STD-40-004 V3-1) and the methods in which KP have taken in complying to rule out Child/Forced Labour, discrimination within employment and ensuring company shall respect Freedom of Association and the effective Right to Collective Bargaining.

1. In the application of the FSC core labour requirements, KP follow to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.

2. KP must not use child labour.

2.1. KP must 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, except as specified in 2.2.

2.2. When regulations (permit the employment of persons between the ages of 13 to 15 years for example : work internship for high school student), they should be employed in light work, such employment should not interfere with schooling nor, be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal daytime working hours.

2.3. No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.

2.4. KP shall prohibit the worst forms of child labor.

3. KP must eliminate all forms of forced and compulsory labor.

3.1. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

3.2. There is no evidence of any practice's indicative of forced or compulsory labor, 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

4. KP ensure that there is no discrimination in employment and occupation.

4.1. Employment and occupation practices are non-discriminatory.

5. KP must respect freedom of association and the effective right to collective bargaining.

5.1. Workers can establish or join worker union of their own choosing.

5.2. KP respects the full freedom of workers' union to draw up their constitutions and rules.

5.3. KP respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' union or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

5.4. KP negotiates with lawfully established workers' union and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement

Bekasi, 04 Januari 2023

Dibuat


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INDONESIA**
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