

FSC® · CORE LABOUR REQUIREMENTS

Statement of FSC Principles.

English translation for information. The Czech version is binding.

STANDARD / AREA

FSC®

VALIDITY

from 12 Aug 2026

ISSUED

12 August 2026

The FSC (Forest Stewardship Council) principles are based on the international conventions of the International Labour Organization (ILO) and concern the protection of fundamental human rights at work. Our company hereby officially declares its commitment to comply with the core labour requirements of the Forest Stewardship Council (FSC).

01

Core values of FSC certification

INAPA s.r.o. hereby declares that it is not involved, directly or indirectly, in the following unacceptable activities:

- a) Illegal logging and the trade in illegal wood or forest products
- b) Violation of traditional and human rights
- c) Destruction of forests with high conservation values
- d) Significant conversion of forests to plantations or non-forest use
- e) Introduction of genetically modified organisms into forest management
- f) Failure to comply with the ILO core principles as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

02

Core labour requirements of FSC certification (Code of Ethics)

1. Prohibition of child labour

INAPA s.r.o. will never use child labour and always respects the limits set by Czech law. No person under 18 years of age is employed or performs hazardous or heavy work.

2. Prohibition of all forms of forced and compulsory labour

All work is entirely voluntary and is always the result of the employee's free decision, without the threat of any penalty. INAPA s.r.o. does not use any practices indicative of forced or compulsory labour, including but not limited to:

- physical and sexual violence
- bonded labour
- withholding of wages
- restriction of movement
- retention of passports and identity documents
- threats of denunciation to the authorities

3. Prohibition of discrimination

INAPA s.r.o. undertakes to ensure that there is no discrimination in employment and occupation. All employment and working practices are non-discriminatory. The company undertakes to promote and apply the principle of equal opportunities.

4. No restriction of freedom of association and the right to collective bargaining

We recognise workers' right to freedom of association and the effective right to collective bargaining.

The organisation shall ensure that this statement of principles reflecting the FSC core labour requirements is available and accessible to all employees.

TŘEBÍČ, 12 AUGUST 2026

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