

Declaration of principles on the core labor requirements

according to FSC-STD-40-004 V3-1, Paragraph 1.5 / Annex D.

This declaration of principles applies to **Enno Roggemann GmbH & Co. KG** and all locations named in the scope of the certificate (<https://info.FSC.org/certificate.php>), as well as to service providers who are active on site at the locations named above, in particular the Dekorotec GmbH & Co. KG. A list of service providers is kept at the head office at the FSC® representative and with the FSC® representatives of the locations named in the scope of the certificate. In addition, the declaration of principle applies to non-FSC®-certified service providers (according to FSC-STD-40-004 V3-1 Section 13) who do not carry out work within the scope of the certificate on site at the named locations. An overview of the service providers is kept at the head office at the FSC® representative.

Enno Roggemann GmbH & Co. KG is committed to the FSC® core labor requirements and hereby declares:

We do not use child labor.

- No employees under the age of 15 are employed. No person under the age of 18 is engaged in dangerous or heavy work; unless it is training under the approved national laws and regulations.
- People between the ages of 13 and 15 are only allowed to do light work and the employment does not affect school education, nor is it harmful to the health or development of the children. In particular, where children are required to attend school, they only work outside of school hours during normal day-time working hours.
- The certificate holder prohibits the worst forms of child labor.

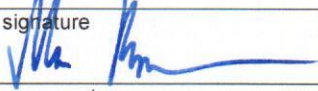
We exclude all forms of forced and compulsory labor. This excludes the following forms, for example:

- physical and sexual violence
- bonded labour
- Withholding wages / including the payment of labor fees and / or the payment of a deposit to commence employment
- Restriction of mobility / movement of the worker
- Retention of passport and / or identity papers
- Threats of denunciation to the authorities
- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

We ensure that employment and occupation practices are non-discriminatory.

We respect freedom of association and the effective right to collective bargaining.

- Workers can establish or join workers' organizations of their own choosing.
- The certificate holder and the affiliated locations in Germany respect the full freedom of workers' organizations to draw up their constitutions and rules.
- We negotiate in good faith with lawfully established workers' organizations and / or duly elected representatives and we will do our best to conclude a collective bargaining agreement.
- Collective bargaining agreements are implemented where they exist.

signature 	Date of signature / name in block letters / function 18.1.2022 Max Roggemann Managing Partner
announced on: 19.1.2022	announced by: 