

Klares Profil Volles Programm

Holz Ruser GmbH & Co. KG · Kleine Heide 2 · 24619 Bornhöved

Holz Ruser GmbH & Co. KG
Managing Directors

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General Partner

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Kiel Local Court Register No. HRB 7510KI

Kiel Local Court Register No. HRA 4943KI

Tax No. 24 289 29900

DE 814 451 501

Policy Statement on the FSC Core Labor Standards

Reference: FSC-STD-40-004 V3-1, Paragraph 1.5 / Annex D

This policy statement applies to:

Holz Ruser GmbH & Co. KG, Kleine Heide 2, 24619 Bornhöved

Holz Ruser is committed to the FSC Core Labor Standards and hereby declares:

We do not use child labor.

- No workers under the age of 15 are employed. No person under the age of 18 will be employed in dangerous or strenuous work; unless it is for training within the framework of approved national laws and regulations.
[If applicable] Persons between the ages of 13 and 15 are permitted to perform light work only, and employment does not interfere with the children's education or is harmful to their health or development. Particularly where children are subject to compulsory education, they only work outside of school hours during normal working hours.
- The certificate holder prohibits the worst forms of child labor.

We exclude all forms of forced and compulsory labor, in particular:

- Physical and sexual violence
- Debt bondage
- Withholding wages, including the payment of labor fees and/or the payment of a deposit to take up employment
- Restricting the worker's mobility
- Withholding passports and/or identification documents
- Threat of denunciation to the authorities
- Employment relationships are voluntary and based on mutual consent, without threat of penalty.

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

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

- Workers may establish or join worker organizations of their own choosing.
- The certificate holder respects the full freedom of worker organizations to establish their statutes and rules.
- We respect the right to freedom of association and collective bargaining.
Workers will not be discriminated against or penalized for exercising these rights.
- We will negotiate in good faith with legally established worker organizations and/or duly elected representatives, and we will use our best efforts to conclude a collective agreement where applicable.
- Collective agreements will be implemented where they exist.

Bornhöved, February 29, 2024