



Policy for Fundamental Labor Standards and Human Rights

This policy outlines how JGA and our co-workers should act based on FSC's fundamental labor principals and rights.

- Respect the ILO's core conventions regarding workplace environment and employment conditions, specifically addressing child labor, forced labor, discrimination, and freedom of association.
- Prohibit the worst forms of child labor.
- Comply with the minimum age requirements for employment as per national legislation and international agreements, never allowing children under 13 to work, children under 15 to perform anything other than light work, and children under 18 to engage in hazardous or strenuous work.
- Not tolerate any form of forced labor, including forced labor of prisoners, debt bondage, slavery, work under threat of violence or reporting to authorities, restriction of movement, retention of identity documents, or any form of human trafficking.
- Adhere to applicable legislation and sector-specific labor laws regarding working hours, including overtime regulations.
- Provide wages and benefits in accordance with the prevailing legislation in each country, including minimum wage laws.
- Apply principles of equal opportunity and fair treatment, both in recruitment and employment. Do not tolerate any form of discrimination, verbal or physical harassment of employees.
- Recognize employees' rights to freedom of association and collective bargaining to the extent permitted by law.
- Engage in collective bargaining with employees in good faith, with the intent of reaching mutual collective agreements, and implement these if such agreements are established.