



SCA Mežs Latvija SIA / SCA Metsad Eesti AS

COMPANY POLICY

Our company implements our best efforts to avoid trading and sourcing wood or wood fibre (herein referred to as wood) from the following categories:

- a) Illegally harvested wood;
- b) Wood harvested in violation of traditional and civil rights;
- c) Wood harvested in forests where high conservation values are threatened by management activities;
- d) Wood harvested in forests being converted to plantations or non-forest use;
- e) Wood from forests in which genetically modified trees are planted.
- f) Violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
- g) We comply with Estonian and Latvian labor legislation and FSC Core Labor requirements:
 - The company does not use child labor illegally;
 - The company prohibits and does not support all forms of forced labor;
 - The company prohibits and does not support any kind of violence in the work environment;
 - The company ensures that there is no discrimination in employment and occupation;
 - The company respects the freedom of association and the right to collective bargaining.

Managing Director: Mats Andersson

A handwritten signature in blue ink, appearing to read 'Mats Andersson', written over a horizontal line.

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14.06.2022