

EMPLOYEE RIGHTS STATEMENT

The Barlinek Group declares that:

- implementing the FSC core labour requirements, it duly takes into account the rights and obligations established in the national companies law in accordance with the regulations in force in individual countries and fulfils the objectives of these requirements.
- it does not use child labour
- it does not employ anyone under the age of 18 or the minimum age set forth in national law or local regulations, whichever is higher
- it eliminates all forms of forced and compulsory labour
- it ensures that there is no discrimination in employment and occupation
- it respects freedom of association and the effective right to collective bargaining

Barlinek Inwestycje Sp. z o.o.

Barlinek S.A.

Barlinek GmbH

Barlinek Invest LLC

SC Barlinek Romania SA