

FSC®COC POLICY

Graphic Institute of Croatia Ltd. (GZH) is a printing house with over 145 years of tradition in the production of books and printed matter in accordance with internationally recognised standards, which aims to achieve ecologically responsible, socially useful and economically sustainable production.

As part of our business strategy, we have selected the FSC®CoC (Chain of Custody) standard and

BY VIRTUE OF THIS POLICY WE HEREBY DECLARE AS FOLLOWS:

- We comply with the chain of custody certification FSC-STD-40-004 V3-1 and with the Policy for the Association of Organizations with FSC FSC-POL-01-004
- In accordance with the fundamental conventions of the International Labour Organization (ILO) and the ILO Declaration on Fundamental Principles and Rights at Work, we apply the FSC core labour requirements as follows:
 - We do not use child labour and we do not employ workers below the age of 15;
 - No person under the age of 18 is employed in hazardous or heavy work, except for the purpose of training;
 - The worst forms of child labour are prohibited;
 - Employment relationships are voluntary and based on mutual consent, without threat of a penalty;
 - We do not use any form of forced or compulsory labour (including, but not limited to physical and sexual violence, bonded labour, withholding of wages/including payment of employment fees and/or payment of deposit to commence employment, restriction of mobility/movement, retention of passport and identity documents and threats of denunciation to the authorities);
 - Discrimination on any basis in employment and occupation practices is prohibited; workers are able to establish or join workers' organizations of their own choosing;
 - We respect the full freedom of workers' organizations to draw up their constitutions and rules;
 - We respect the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same; and we will not discriminate or punish workers for exercising these rights;

- We negotiate with lawfully established workers' organizations and duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement; collective bargaining agreements are implemented.

The implementation of this policy as part of daily operations is the task and obligation of each employee and of the Company's Management Board.

Chairman of the Management Board
Mihovil Žužul

Zagreb, 18 March 2022