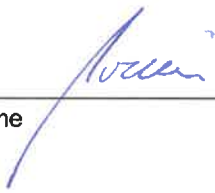


FSC core labour requirements self-assessment

Attestation: I, Petr Bocian, hereby affirm that the following statements are true and correct to the best of my knowledge, and I acknowledge making a knowingly false statement can result in the suspension or termination of the certificate or non-issue of the certificate.


Name _____


Date _____

Child Labour

Requirement	Questions	Answer	Answer in local language
7.2 The organization shall not use child labour.	a) Does your organization comply with Clause 7.2? If yes, continue at c).	Yes	Ano
7.2.1 The organization shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 7.2.2.	b) If the answer is no to a) above, please describe how or why your organization does not comply with Clause 7.2.	---	---
7.2.2 In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor, be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal daytime working hours.	c) For the individuals employed by you at the site/sites holding the certificate, describe how your organization knows it complies with Clause 7.2.	Documents check during working contract preparation process	Kontrola dokladů při přijímacím procesu
7.2.3 No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.	d) Identify any documents or other records (and their location) that you rely upon to verify compliance with Clause 7.2.	<ul style="list-style-type: none"> - working contracts - Internal policy: Work order - Internal policy: Organizational rules - staff reports to Czech social security authority 	<ul style="list-style-type: none"> - pracovní smlouva - směrnice: pracovní řád - směrnice: organizační řád - personální hlášení pro úřady MPSV
7.2.4 The organization shall prohibit the worst forms of child labour.	e) Identify any legal obligations that you believe may impact your ability to comply with Clause 7.2. Please describe them, and how they impact your ability to comply with Clause 7.2.	There is no law which would have impact on EP's ability to comply with Clause 7.2 in the Czech Republic. The Company is obliged to act according to 262/2006 Coll. Labor Code Act which comply with the Clause 7.2.	V České republice neexistuje žádný zákon, který by měl dopad na schopnost EP dodržovat článek 7.2. Společnost je povinna postupovat podle 262/2006 Sb. Zákoník práce, který je v souladu s ustanovením 7.2.
	f) Attach a policy statement, or statements, made by your organization that encompasses Clause 7.2.		

Forced Labour

Requirement	Questions	Answer	Answer in local language
7.3 The organization shall eliminate all forms of forced and compulsory labour.	a) Does your organization comply with Clause 7.3? If yes, continue at c).	Yes	Ano
7.3.1 Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.	b) If the answer is no to a) above, please describe how or why your organization does not comply with Clause 7.3?	---	---
7.3.2 There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following: <ul style="list-style-type: none"> • 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 • threats of denunciation to the authorities. 	c) For the individuals employed by you at the site/sites holding the certificate, describe how your organization knows it complies Clause 7.3?	<ul style="list-style-type: none"> - working contracts - Internal policy: Work order - Internal policy: Organizational rules - Official inspections from Labour office of the Czech Republic - Every/body can turn to government commissioner for human rights and/or to ombudsman 	<ul style="list-style-type: none"> - pracovní smlouvy - směrnice: pracovní řád - směrnice: organizační řád - Kontroly Úřadu práce ČR - Každý zaměstnanec má možnost se obrátit na vládního zmocněnce pro lidská práva a/nebo na ombudsmana
	d) Identify any documents or other records (and their location) that you rely upon to verify compliance with Clause 7.3.	<ul style="list-style-type: none"> - working contracts - Internal policy: Work order - Internal policy: Organizational rules 	<ul style="list-style-type: none"> - pracovní smlouvy - směrnice: pracovní řád - směrnice: organizační řád
	e) Identify any legal obligations that you believe may impact your ability to comply with Clause 7.3. Please describe them, and how they impact your ability to comply with Clause 7.3.	There is no law which would have impact on EP's ability to comply with Clause 7.3 in the Czech Republic. The Company is obliged to act according to 262/2006 Coll. Labor Code Act which comply with the Clause 7.3.	V České republice neexistuje žádný zákon. který by měl dopad na schopnost EP dodržovat článek 7.2. Společnost je povinna postupovat podle 262/2006 Sb. Zákoník práce, který je v souladu s ustanovením 7.3.
	f) Attach a policy statement, or statements, made by your organization that encompasses Clause 7.3.		

Discrimination in Employment and Occupation

Requirement	Questions	Answer	Answer in local language
7.4 The organization shall ensure that there is no discrimination in employment and occupation.	a) Does your organization comply with Clause 7.4? If yes, continue at c).	Yes	Ano
7.4.1 Employment and occupation practices are non-discriminatory.	b) If the answer is no to a) above, please describe how or why your organization does not comply with Clause 7.4.	---	---
	c) For the individuals employed by you at the site/sites holding the certificate, describe how your organization knows it complies with Clause 7.4.	<ul style="list-style-type: none"> - Working contracts - Official inspections from Labour office of the Czech Republic - Everybody can turn to government commissioner for human rights and/or ombudsman - We had no complaints regarding discrimination. 	<ul style="list-style-type: none"> - pracovní smlouvy - Kontroly Úřadu práce ČR - Každý zaměstnanec má možnost se obrátit na vládního zmocněnce pro lidská práva a/nebo na ombudsmana - Neevidujeme žádné stížnosti týkající se diskriminace
	d) Identify any documents or other records (and their location) that you rely upon to verify compliance with Clause 7.4.	<ul style="list-style-type: none"> - Internal policy: Work order - Internal policy: Organizational rules 	<ul style="list-style-type: none"> - směrnice: pracovní řád - směrnice: organizační řád
	e) Identify any legal obligations that you believe may impact your ability to comply with Clause 7.4. Please describe them, and how they impact your ability to comply with Clause 7.4.	There is no law which would have impact on EP's ability to comply with Clause 7.4 in the Czech Republic. The Company is obliged to act according to 262/2006 Coll. Labor Code Act which comply with the Clause 7.4.	V České republice neexistuje žádný zákon, který by měl dopad na schopnost EP dodržovat článek 7.2. Společnost je povinna postupovat podle 262/2006 Sb. Zákoník práce, který je v souladu s ustanovením 7.4.
	f) Attach a policy statement, or statements, made by your organization that encompasses Clause 7.4.		

Freedom of Association and the Right to Collective Bargaining

Requirement	Questions	Answer	Answer in local language
7.5 The organization shall respect freedom of association and the effective right to collective bargaining.	a) Does your organization comply with Clause 7.5? If yes, continue at c).	Yes	Ano
7.5.1 Workers are able to establish or join worker organizations of their own choosing.	b) If the answer is no to a) above, please describe how or why your organization does not comply with Clause 7.5.	---	---
7.5.2 The organization respects the full freedom of workers' organizations to draw up their constitutions and rules.	c) For the individuals employed by you at the site/sites holding the certificate, describe how your organization knows it complies with Clause 7.5.	The establishment of work council is permitted under the Czech Republic laws and possible. During the existence of EPBOH, we didn't notice any effort for establishment of working council.	Možnost založení odboru je zakotvena v zákonech ČR. Za dobu existence EPBOH jsme nezaznamenali snahu o založení odboru.
7.5.3 The organization respects 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 will not discriminate or punish workers for exercising these rights.	d) Identify any documents or other records (and their location) that you rely upon to verify compliance with Clause 7.5.	There is no existing document, the activities about settlement of the association or collective bargaining never happened	Neexistuje žádný dokument týkající se snahy o založení odboru nebo kolektivního vyjednávání. Z adoby existence společnosti k takovému jednání nedošlo.
7.5.4 The organization negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.	e) Identify any legal obligations that you believe may impact your ability to comply with Clause 7.5. Please describe them, and how they impact your ability to comply with Clause 7.5.	There is no law which would have impact on EP's ability to comply with Clause 7.5 in the Czech Republic. The Company is obliged to act according to 262/2006 Coll. Labor Code Act which comply with the Clause 7.5.	V České republice neexistuje žádný zákon, který by měl dopad na schopnost EP dodržovat článek 7.2. Společnost je povinna postupovat podle 262/2006 Sb. Zákoník práce, který je v souladu s ustanovením 7.5.
7.5.5 Collective bargaining agreements are implemented where they exist.	f) Attach a policy statement, or statements, made by your organization that encompasses Clause 7.5.		

Freedom of Association and the Right to Collective Bargaining

Fillable version of FSC-STD-40-004 Annex D
Last updated: 02 June 2021