

Document: FSC CoC Procedure	Page No: 1 of 2	
Subject: Chain of Custody in Nexus Charcoal	Document No: 01	Revision No: 00
Effective Date: 25 January 2022		



7	FSC CORE LABOUR REQUIREMENTS	
7.1	In the application of the FSC core labour requirements, the organization shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements. See attached Signed statement and self-assessment.	
8	Establishment of product groups for the control of FSC claims	
8.1	All wood used in the manufacture of any FSC product group are stipulated in Annexure D of the procedure.	
8.2	The following additional conditions apply for the establishment of product groups under the percentage and/or credit system: a) all products shall have the same conversion factor. If not, they may still be grouped under the same product group, but the applicable conversion factors shall be applied to the corresponding products for the calculation of the amount of output products that can be sold with FSC percentage or FSC credit claims; b) all products shall be made of the same input material (e.g. pine lumber) or same combination of input materials (e.g. a product group of veneered particle boards, where all products are made of a combination of particle board and veneer of equivalent species).	

Annexure M: Policy statement
FSC Core Labour Requirements

The Organisation complies with national laws - Basic Conditions of Employment Act, 1997, the Labour Relations Act, 1995, and the Employment Equity Act, 1998.

1. The organization shall not use child labour.
 - 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.
 - 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 day-time working hours.
 - 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 regulations.
 - The organization shall prohibit the worst forms of child labour.
2. The organization shall eliminate all forms of forced and compulsory labour.
 - Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
 - There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
 - 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.

Document: FSC CoC Procedure	Page No: 2 of 2	
Subject: Chain of Custody in Nexus Charcoal	Document No: 01	Revision No: 00
Effective Date: 25 January 2022		



3. The organization shall ensure that there is no discrimination in employment and occupation.
 - Employment and occupation practices are non-discriminatory.
4. The organization shall respect freedom of association and the effective right to collective bargaining.
 - Workers are able to establish or join worker organizations of their own choosing.
 - The organization respects the full freedom of workers' organizations to draw up their constitutions and rules.
 - 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.
 - 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.
 - Collective bargaining agreements are implemented where they exist.

Managing Director:

Richard Smith

Signature:

[Handwritten signature]

Date:

25/1/2022