

Carpentier Hardwood Solutions Human Rights Policy

Carpentier Hardwood Solutions is committed to respecting and protecting human rights in all of our operations and business activities. We recognize that our actions can have a significant impact on the lives and well-being of the people and communities we interact with, including our employees, customers, suppliers and other stakeholders.

Definition of human rights with references (and possible explanations) to existing international law

Human rights refer to the fundamental rights and freedoms to which all human beings are entitled, regardless of their race, sex, nationality, religion or other status. These rights are inherent to the human being and are necessary for his dignity, well-being and development. Human rights are recognized and protected by international law, including treaties, declarations and customary law.

Definitions of harassment and abuse include:

- (1) No use of any form of - or threat of - physical violence, including hitting, pushing or other forms of physical contact, as a means of maintaining workplace discipline.
- (2) No use of any form of verbal abuse, including yelling, shouting or the use of threatening, demeaning or insulting language, as a means of maintaining workplace discipline.
- (3) Sexual harassment of any kind.

Here are some of the key international instruments that recognize and protect human rights:

1. Universal Declaration of Human Rights (UDHR)

The UDHR, adopted by the United Nations General Assembly in 1948, is a non-binding declaration that describes a wide range of human rights and fundamental freedoms, including civil, political, economic, social and cultural rights.

2. International Covenant on Civil and Political Rights (ICCPR)

The ICCPR, adopted by the United Nations General Assembly in 1966, is a legally binding treaty that establishes a range of civil and political rights, such as the right to life, freedom of expression and the right to a fair trial.

3. International Covenant on Economic, Social and Cultural Rights (ICESCR)

The ICESCR, also adopted by the United Nations General Assembly in 1966, is a legally binding treaty that sets out a range of economic, social and cultural rights, such as the right to work, the right to education and the right to health.

4. Convention on the Rights of the Child (CRC)

The CRC, adopted in 1989 by the United Nations General Assembly, is a legally binding treaty that establishes a range of rights for children, including the right to education, the right to health care, and the right to protection from abuse and exploitation.

5. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Adopted by the United Nations General Assembly in 1979, CEDAW is a legally binding treaty that establishes a range of rights for women, including the right to education, the right to work and the right to participate in public life.

6. UN Guiding Principles on Business and Human Rights (UNGPs)

The UNGPs , adopted by the United Nations Human Rights Council in 2011, provide a framework for companies to prevent and address adverse human rights impacts associated with their operations, products or services.

7. The International Bill of Rights

The International Bill of Rights is a collective name for the three most important documents that form the basis for the protection of human rights worldwide. These documents are:

- The Universal Declaration of Human Rights (UDHR) (1948)
- The International Covenant on Civil and Political Rights (ICCPR) (1966)
- The International Covenant on Economic, Social and Cultural Rights (ICESCR) (1966)

These international instruments form the basis for the recognition and protection of human rights at the international level. It is important for companies, governments and individuals to respect and uphold human rights, as they are essential for promoting peace, justice and equality for all.

Definition of the Eight Fundamental Conventions of the International Labor Organization

1. Freedom of association and protection of the right to collective bargaining (Convention No. 87): This convention guarantees the right of workers and employers to form trade unions, to join trade unions and to bargain collectively on working conditions.
2. The Right to Association and Protection of the Right to Organize (Convention No. 98): This convention protects workers from anti-union measures and guarantees the right to collective bargaining.
3. Prohibition of Forced Labour (Convention No. 29): This convention prohibits all forms of forced labour, including slavery, debt bondage and forced labour as punishment for a crime.
4. Abolition of Forced Labour (Convention No. 105): This Convention calls for the abolition and eradication of forced labour in all its forms.
5. Prohibition of Child Labour (Convention No. 138): This convention aims to eliminate child labour and sets the minimum age at which children may work and the conditions under which certain light forms of work are permitted for older children.
6. Prohibition of the Worst Forms of Child Labour (Convention No. 182): This convention aims to eliminate the worst forms of child labour, such as slavery, forced servitude, trafficking in persons, the use of children in prostitution and the production and trafficking of drug products.
7. Equal Pay for Equal Work (Convention No. 100): This convention aims to ensure equal pay for male and female workers for work of equal value, and prohibits discrimination in pay on the basis of sex.
8. Non-discrimination in respect of employment and occupation (Convention No. 111): This convention states that there shall be no discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin in respect of employment and occupation.

Adherence to these fundamental conventions is essential for ensuring decent working conditions and protecting the rights of workers worldwide.

These international instruments form the basis for the recognition and protection of human rights at the international level. It is important for companies, governments and individuals to respect and uphold human rights, as they are essential for promoting peace, justice and equality for all.

In concrete terms, we aim to live up to these principles in the following way:

1. Elimination of discrimination

We are committed to eliminating all forms of discrimination, including but not limited to discrimination based on ethnicity, race and gender, in our employment and professional practices. We strive to create a diverse and inclusive workplace where all employees are treated with respect and dignity.

2. Elimination of harassment and abuse

We do not tolerate any form of harassment or abuse in the workplace and we are committed to preventing and addressing such incidents promptly and effectively.

3. Abolition of forced and child labor

We commit to eliminating all forms of forced or compulsory labor and activities known to lead to forced labor, such as human trafficking. We also prohibit the use of child labor and provide adequate protection for workers over the legal working age and under 18.

4. Prevention of excessively long working hours

We recognize the importance of work-life balance and avoiding excessive working hours. We strive to provide our employees with fair and reasonable working hours and support their well-being and productivity.

5. Freedom of association and collective bargaining

We recognize the right of our employees to freedom of association and collective bargaining, and we respect their right to organize and negotiate their working conditions.

6. Safe and healthy working

We strive for a safe and healthy working environment for our employees, customers, suppliers and other stakeholders. We prioritize the following aspects of safe and healthy working:

- Access to water, sanitation and hygiene (WASH)
- Emergency preparedness and response

- Hazardous Materials Handling Procedures
- Management systems that address health and safety risks
- Adequate construction, electricity and fire safety of the building

7. Provision of statutory minimum wage and benefits

We provide our employees with the statutory minimum wage and all legally required benefits, including employer contributions for social benefits and services.

8. Striving for a living wage

We strive to provide our workers with a living wage that covers basic necessities (e.g. food, water, housing, healthcare, education, clothing, transportation, childcare, discretionary income).

9. Fair and ethical business practices

We are committed to fair and ethical business practices and prohibit corruption and bribery in all our activities and business operations.

The Company is committed to transparency and maintaining all appropriate documentation for review by its customers (for contract manufacturers/suppliers) and/or qualified parties.

10. Additional priority issues

We identify and prioritize additional human rights issues through our risk assessment process, including but not limited to indigenous rights, and take appropriate actions to address these issues.

Conclusion

This policy applies to all our activities and operations and serves as a guideline for our employees, suppliers and other stakeholders.

We recognize that upholding human rights requires continuous effort and commitment, to which we remain committed.

Where national law and international human rights standards differ, the highest standard is followed; where they conflict, international human rights standards are respected to the greatest extent possible.

This is done through monitoring and taking corrective action where necessary.

Signature of the Management

Stefan Vander Sichele
15/01/2025