

Policy statement on the core labour standards of CPI books GmbH

The policy statement applies to:

- The sites designated in the scope:

Leck, Ulm und Erfurt

- For service providers in the event that they are active on-site at the above-mentioned locations:

Ulmer Buchservice, Buchservice Vogler

- Non FSC-certified subcontractors (acc. to FSC-STD-40-004 V3-1 section 13), who carry out work within the scope of the certificate that are not carried out on site at the designated locations:

Service provider list filed on intranet, outsourcing agreements are in place!

Core labour standards of CPI books GmbH and its manufacturing sites:

We do not use child labour.

- We do not employ anyone under the age of 15.
- We employ young people (persons under the age of 18) only in activities that do not affect their safety, health and development.

We exclude all forms of forced and compulsory labour, i.e. any kind of work or service that is required of a person under threat of any penalty and for which he or she has not volunteered, in particular:



- Physical or sexual violence
- Bonded labour
- Withholding of wages/including payment of employment fees and/or payment of a deposit to take up employment
- Restriction of mobility/mobility of worker
- Withholding of identity documents and passport
- Threat of denunciation to the authorities

We ensure that there is no discrimination in employment and occupation.

- We are obliged to comply with Article 21 of the EU-GRC
- We stand for an open and diverse company

We respect the freedom of association and the right to collective agreements.

- Workers may form or join organisations of workers of their choice.
- We respect the full freedom of workers' organisations to establish their statutes and rules.
- We respect the right of workers to participate in lawful activities of the workers' organisation. Workers shall not be discriminated against for exercising these rights (prohibition of discrimination).
- We negotiate with legally constituted workers' organisations and use our best efforts to conclude a collective agreement.
- Collective agreements are implemented where they exist.
- We guarantee the right to establish workers' representative bodies.

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<div style="display: flex; justify-content: space-around; align-items: center;"></div> <p>Unterschrift:</p>		