



WOODPIE AB CORE LABOUR REQUIREMENTS POLICY STATEMENT

WOODPIE AB has ensured its operations meet all the FSC core labor requirements. These include:

Child Labor

The prohibition on the use of child labor, As a policy the Company shall not engage anyone below the age of eighteen. It shall also not employ any labor below the age of eighteen to be engaged by any contractor to be deployed in its premises. All actions to avoid child labour shall be implemented by way of verification of age certificate and any other relevant document which authenticates the date of birth of the person.

Guidelines on Prevention Of Discrimination

The Company prohibits any discrimination on the basis of gender or ethnicity in areas of hiring, pay and promotion where men and women perform work of similar skill, effort, and responsibility. Promotional opportunities will be based on performance, ability and potential, and will be consistent with the needs of the business. There shall be no discrimination based on gender, race, ethnicity, religion, etc.

Guidelines on Prevention Of Forced & Compulsory Labour

- The Company ensures that employees working in our establishment/factory are doing so voluntarily and does not engage in or support the use of forced labour.
- The Company does not engage or support the use of Forced / Bonded Labour in any of our manufacturing activities / allied activities whether in existence or to be opened in future.
- All the managers of any Facility of the Company shall promote, advise and shall ask its suppliers to discourage the engagement of Forced / Bonded Labour being a clear case of violation of law of land.

Guidelines on Freedom of Association

We respect our employee's right to form, join, or not join labor unions without fear of reprisal, intimidation, harassment, or prejudice. When a legally recognized union represents employees, we are committed to establishing a constructive dialogue and bargaining with their freely chosen representatives in good faith. Woodpie strives to compensate employees competitively and strictly complies with all applicable laws governing working hours, wages, and benefits.

Guidelines on Working Hours

Woodpie complies with applicable laws and relevant applicable practices on working hours and breaks and public holidays. The intent of this is to facilitate better work-life balance of employees and at the same time encourage punctuality and discipline in regularity of attendance.

Policy on Minimum Wages

The Company respects the right of personnel to a living wage and ensures that wages paid for a normal working week/ month is adequate to meet the basic needs of personnel and to provide a living wage to allow employees to earn enough income for a satisfactory standard of living.

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Sandeep Jakkampudi

A handwritten signature in black ink is written over a circular blue stamp. The stamp contains the text "Woodpie AB" at the top and "Sweden" at the bottom, with a central logo featuring a stylized bird or figure. The signature is written in a cursive style, crossing over the stamp.