



Policy statement on FSC core labor standards

Reference: FSC-STD-40-004 V3-1, paragraph 1.5 / Annex D

The Declaration of Principles applies to:

- the sites designated in the scope of application:
 - AirWave Packaging, Indianapolis Indiana

AirWave is committed to the FSC core labour standards and hereby declares:

We do not use child labor.

- No employees under the age of 15 are employed. No person under the age of 18 is engaged in hazardous or heavy work, unless it is training within the framework of approved national laws and regulations.
- The certificate holder prohibits the worst forms of child labor.

We exclude all forms of forced and compulsory labor, in particular:

- physical and sexual violence
- Debt bondage
- Withholding of wages/including payment of labour fees and/or payment of a deposit to take up employment
- Restriction of mobility/mobility of the employee
- Withholding of passport and/or identification documents
- Threat of denunciation to the authorities
- Employment relationships are voluntary and based on mutual consent, without threat of punishment.

We ensure that employment and professional practices are non-discriminatory.

We respect freedom of association and the effective right to collective bargaining.

- Employees may set up or join workers' organisations of their own choice.
- The certificate holder (as well as the affiliated locations in Germany, if applicable) respects the full freedom of the employee organisationsto draw up their statutes and rules.
- Negotiations with legally constituted workers' organisations and/or duly elected representatives are conducted in good faith, and we may use our best endeavours to conclude a collective agreement.
- Collective agreements are implemented where they exist.
- Workers are not discriminated against or punished in exercising the above rights and we respect the right to freedom of association and collective bargaining.

Name in block capitals Marc Rapp	Function CEO	Date 02.09.2024
Announced on: 02.09.2024	Announcement by: All Company Meeting	