

## FSC CORE LABOUR REQUIREMENTS STATEMENT – CLAUSE 7.3

At Ezyscribe Products LTD, we are committed to upholding the fundamental human rights of all individuals involved in our operations. As such, we unequivocally condemn and prohibit all forms of forced and compulsory labour. This policy reflects our dedication to ethical and responsible business practices, in alignment with the following clauses:

### Clause 7.3 - Elimination of Forced and Compulsory Labor

7.3.1 **Voluntary Employment Relationships:** Employment at Ezyscribe Products LTD is based on voluntary and mutual consent between the employer and employee, without any form of coercion or threat of penalty.

7.3.2 **Prevention of Forced Labor Practices:** Ezyscribe Products LTD is committed to ensuring that there is no evidence of any practice's indicative of forced or compulsory labour. These practices include, but are not limited to:

- **Physical and sexual violence:** Employees are entitled to work in an environment free from any form of violence or abuse.
- **Bonded labour:** No employee shall be subjected to bonded labour, where their employment is tied to the repayment of a debt or obligation.
- **Withholding of wages:** All employees shall receive their wages promptly and in full, without any deductions for employment fees or deposits to commence employment.
- **Restriction of mobility:** Employees are free to move and travel as they wish, without any restrictions imposed by the organization.
- **Retention of passport and identity documents:** Ezyscribe Products LTD does not retain or confiscate employees' passports or identity documents under any circumstances.
- **Threats of denunciation:** Employees shall not be subjected to threats of denunciation to the authorities as a means of coercion or control.

Any violation of this policy will result in immediate disciplinary action, up to and including termination of employment or termination of business relationships with suppliers found in breach of these standards. Ezyscribe Products LTD is committed to conducting regular audits and monitoring mechanisms to ensure compliance with this policy. We also encourage the reporting of any suspected instances of forced or compulsory labour through our confidential reporting channels.

By adhering to this policy, Ezyscribe Products LTD reaffirms its commitment to respecting human rights and promoting dignity in the workplace..