

# Policy Statement on FSC Core Labour Standards

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

Storch-Ciret Holding GmbH and the companies listed in Chapter 5 (hereinafter „Storch-Ciret Group“) are committed to the FSC Core Labour Standards and issue the following statement:

<p><b>1. Child labour</b></p>	<p>a) We do not use child labour</p> <p>b) Workers under the age of 15 are not employed. No person under the age of 18 is tasked with hazardous or heavy work, except where this occurs in the scope of training in line with approved national legislation and directives</p> <p>c) The Storch-Ciret Group prohibits the worst forms of child labour</p>		
<p><b>2. Forced and bonded labour</b></p>	<p>a) We rule out all forms of forced and compulsory labour, in particular bodily and sexual violence, debt bondage, withholding of wages/including the payment of employment fees and/or payment of a deposit to obtain employment, restrictions to the mobility/freedom of movement of the employee, confiscation of passports and/or identification documents, threats of denunciation to the authorities</p> <p>b) Employment relationships are voluntary and based on mutual consent, without any threat of a penalty</p>		
<p><b>3. Discrimination</b></p>	<p>a) We ensure that employment and work practices are non-discriminatory</p>		
<p><b>4. Freedom of association</b></p>	<p>a) We respect freedom of association and the effective right to engage in collective bargaining</p> <p>b) Employees are allowed to establish or join employee organisations of their own choice</p> <p>c) The Storch-Ciret Group respects the full freedom of the employees to establish organisations, their statutes and rules</p> <p>d) Negotiations with legally constituted employee organisations and/or duly elected representatives are conducted in good faith, and, where appropriate, we endeavour to the best of our ability to enter into a collective bargaining agreement</p> <p>e) Collective bargaining agreements are implemented where they exist</p> <p>f) Workers are not discriminated against or punished due to exercising the above rights; we respect the right to freedom of association and collective bargaining</p>		
<p><b>5. Valid for the following companies</b></p>	<table border="0"> <tr> <td data-bbox="432 1447 957 1753"> <p>Storch Malerwerkzeuge Et Profigeräte GmbH, Wuppertal, Germany Storch-Ciret Logistics GmbH - Betriebsstätte Berka, Berka, Germany Storch-Ciret Logistics GmbH - Betriebsstätte Vacha, Vacha, Germany Storch-Ciret Business Services GmbH, Wuppertal, Germany Storch Schweiz AG, Kirchleerau, Switzerland Ciret GmbH, Wuppertal, Germany Ciret Benelux N.V., Antwerp, Belgium Ciret Ltd., Portsmouth, England Ciret SAS., Uberach, France Ciret Iberia S.L., Bilbao, Spain Storch Italia, Milan, Italy Ciret s.r.o., Pelhrimov, Czech Republic Ciret s.r.o. Myjava, Slovakia</p> </td> <td data-bbox="1010 1447 1426 1731"> <p>Ciret Sp. Z o.o., Gdansk, Poland Color Expert RO S.R.L., Tirgu Mures, Romania Ciret EOOD, Sofia, Bulgaria Color Expert L.L.C., Pskow, Russia Color Expert Storch LV SIA, Riga, Latvia Ciret Pte. Ltd., Singapore Cristin Paintroller Mfg. Ltd., Beijing, China FIA ProTeam GmbH, Berka, Germany FIA ProTeam s.r.o., Pelhrimov, Czech Republic proTeam Brush Mfg. Ltd., Zhejiang, China Storch-Ciret Sourcing GmbH, Wuppertal, Germany Storch-Ciret Sourcing China Co. Ltd., Hangzhou, China</p> </td> </tr> </table>	<p>Storch Malerwerkzeuge Et Profigeräte GmbH, Wuppertal, Germany Storch-Ciret Logistics GmbH - Betriebsstätte Berka, Berka, Germany Storch-Ciret Logistics GmbH - Betriebsstätte Vacha, Vacha, Germany Storch-Ciret Business Services GmbH, Wuppertal, Germany Storch Schweiz AG, Kirchleerau, Switzerland Ciret GmbH, Wuppertal, Germany Ciret Benelux N.V., Antwerp, Belgium Ciret Ltd., Portsmouth, England Ciret SAS., Uberach, France Ciret Iberia S.L., Bilbao, Spain Storch Italia, Milan, Italy Ciret s.r.o., Pelhrimov, Czech Republic Ciret s.r.o. Myjava, Slovakia</p>	<p>Ciret Sp. Z o.o., Gdansk, Poland Color Expert RO S.R.L., Tirgu Mures, Romania Ciret EOOD, Sofia, Bulgaria Color Expert L.L.C., Pskow, Russia Color Expert Storch LV SIA, Riga, Latvia Ciret Pte. Ltd., Singapore Cristin Paintroller Mfg. Ltd., Beijing, China FIA ProTeam GmbH, Berka, Germany FIA ProTeam s.r.o., Pelhrimov, Czech Republic proTeam Brush Mfg. Ltd., Zhejiang, China Storch-Ciret Sourcing GmbH, Wuppertal, Germany Storch-Ciret Sourcing China Co. Ltd., Hangzhou, China</p>
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Wuppertal, Mai 2022



Jörg Heineman



Daniel Rogusch

Management Board of Storch-Ciret Holding GmbH

