



**WORK REQUIREMENTS FOR THE FSC CHAIN OF CUSTODY (CoC)
STANDARD IN CANADA**

Commonwealth Plywood Ltd (CPCL) recognizes the importance of the *FSC Chain of custody (CoC) standard in Canada* and its obligations. This is why CPCL commits itself to respect the following points in terms of work in all of its establishments in Canada.

Employment of children

CPCL complies with the minimum labor standards of the provinces where it has establishments, which covers the work that underage persons cannot perform based on their age, the salary, the hours and safety rules which must be respected.

Forced or mandatory work

CPCL commits itself to avoid or eliminate any form of forced or mandatory work as defined by the minimum labor standards of the different provinces.

Discrimination

CPCL assures that there is no discrimination based among such things as age, gender, sexual orientation, national origin or ethnicity, religion etc., during the hiring process or during employment.

Right to unionize

CPCL respects the right of unionization and collective bargaining of its employees in a union setting.


William T. Caine
President