FSC Core Labour Requirements Policy

Introduction

Reliance Forest Fibre (RFF) is committed to providing an environment without risk to the health, safety and mental wellbeing of all workers, contractors, visitors, and persons entering RFF places of work. RFF ensures a fair and equitable workplace. This includes a commitment to meeting the FSC Core Labour Requirements and all rights and obligations from national laws.

Policy

Child Labour

- RFF does not directly employ any workers below the age of 15.
- No person under the age of 18 will be employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.
- RFF does not engage or support child labour.

Forced Labour

- RFF never engage in forced or compulsory labour
- All employment relationships in RFF are voluntary and based on mutual consent, without the threat of a penalty.

Discrimination in Employment and Occupation

- RFF follow procedures to ensure there is no discrimination in employment and occupation.

Freedom of Association and the Right to Collective Bargaining

- RFF respect freedom of association and the effective right to collective bargaining.
- Workers are able to establish or join worker organisations of their own choosing.
- Organisations workers may join, may draw up their own constitutions and rules.
- RFF respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- RFF will negotiate with lawfully established workers' organisations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Collective bargaining agreements will be supported by RFF where requested.

Owen Hoffmann
General Manager

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