VMG Lignum construction, UAB POLICY FOR IMPLEMENTATION FSC® CORE LABOR REQUIREMENTS

I assure on behalf of VMG Lignum construction, UAB that company undertake to comply with the FSC® core labor requirements as defined in FSC-STD-40-004 V3-1 (FSC-C166244):

· The company does not employ workers below the age of 15.
· No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.
· The company prohibit the worst forms of child labor.
· Employment relationships in the company are voluntary and based on mutual consent, without the threat of a penalty.
· In the company there is no evidence of any practice's indicative of forced or compulsory labor, including, but not limited to, the following: physical and sexual violence, bonded labor, withholding of wages /including payment of employment fees and or payment of deposit to commence employment, restriction of mobility/movement, retention of passport and identity documents, threats of denunciation to the authorities.
· Employment and occupation practices in the company are non-discriminatory.
· Company workers can establish or join worker organizations of their own choosing.
· The company respects the full freedom of workers' organizations to draw up their constitutions and rules.
· The company respects the rights of workers to engage in lawful activities related to forming, joining, or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
· The company negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
· In the company collective bargaining agreements are implemented where they exist.

I affirm that the VMG Lignum construction, UAB comply with the requirements of the applicable national laws and regulations.

CEO   Paulius Sereikis
VMGcorp, UAB
02/10/2023

VMG
Group