

## FSC CORE LABOUR REQUIREMENTS STATEMENT – CLAUSE 7.4

At Ezyscribe Products LTD, we are dedicated to fostering an inclusive and diverse workplace where all individuals are treated with respect and dignity. We uphold the principles of equality and non-discrimination in all aspects of employment and occupation. This policy reflects our adherence to the following clauses:

### Clause 7.4 - Non-Discrimination in Employment and Occupation

**7.4.1 Non-Discriminatory Practices:** Ezyscribe Products LTD ensures that all employment and occupation practices are non-discriminatory. We do not discriminate on the basis of race, color, ethnicity, nationality, religion, gender, sexual orientation, gender identity, age, disability, marital status, or any other characteristic protected by applicable laws and regulations.

- **Recruitment and Hiring:** Ezyscribe Products LTD recruits and hires employees based on their qualifications, skills, and experience, without regard to any discriminatory factors.
- **Promotion and Advancement:** Opportunities for promotion and advancement within Ezyscribe Products LTD are based on merit, performance, and potential, without discrimination.
- **Training and Development:** All employees have equal access to training and development opportunities, regardless of any protected characteristic.
- **Compensation and Benefits:** We ensure that compensation and benefits are administered fairly and without discrimination.
- **Work Environment:** We are committed to maintaining a work environment free from discrimination, harassment, and intimidation. Any form of discriminatory behaviour or language is strictly prohibited.

Ezyscribe Products LTD values the diversity in the workplace. We encourage all employees to embrace and respect each other's differences. Any act of discrimination or harassment will be promptly investigated and addressed in accordance with our internal policies and procedures.

This policy applies to all employees, including full-time, part-time, temporary, and contract workers, as well as applicants for employment. We are committed to regularly reviewing and updating our practices to ensure compliance with this policy and to promote a culture of inclusivity and equality at Ezyscribe.

Signed  Marten Hielkema  
Managing Director, Ezyscribe Products LTD