

## FSC CORE LABOUR REQUIREMENTS STATEMENT – CLAUSE 7.5

Ezyscribe Products LTD is committed to upholding the fundamental rights of workers, including the freedom of association and the effective right to collective bargaining. We recognize the importance of these rights in promoting fair and equitable workplaces. This policy reflects our adherence to the following clauses:

### **Clause 7.5 - Freedom of Association and Collective Bargaining**

**7.5.1 Freedom to Establish or Join Worker Organizations:** Ezyscribe supports the right of workers to establish or join worker organizations of their own choosing, including trade unions or other representative bodies, without interference or coercion.

**7.5.2 Respect for Workers' Organizations:** We respect the full freedom of workers' organizations to develop their constitutions and rules, and we will not interfere with their internal affairs.

**7.5.3 Respect for Workers' Rights:** Ezyscribe respects the rights of workers to engage in lawful activities related to forming, joining, or assisting a workers' organization, as well as the right to refrain from doing so. We will not discriminate against or punish workers for exercising these rights.

**7.5.4 Negotiation in Good Faith:** We are committed to negotiating with lawfully established workers' organizations or duly selected representatives in good faith. We will make our best efforts to reach collective bargaining agreements that benefit both parties and contribute to a harmonious work environment.

**7.5.5 Implementation of Collective Bargaining Agreements:** Where collective bargaining agreements are in place, [Company Name] will fully implement and adhere to the terms and conditions outlined in these agreements.

We understand that respecting freedom of association and collective bargaining is not only a legal obligation but also essential for building constructive relationships with our workforce.

Ezyscribe Products LTD is committed to fostering a culture of respect, cooperation, and dialogue between management and workers' representatives. We believe that by upholding these principles, we can create a more equitable and sustainable workplace for all.

Signed \_\_\_\_\_ Marten Hielkema

Managing Director, Ezyscribe Products LTD