



severn valley
woodworks

SEVERN VALLEY WOODWORKS LIMITED
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Reg. No. 2021938

Core Labour Requirements Policy Statement

The following statement is made in accordance with the core labour requirements as published by FSC (FSC-STD-40-004 V3-0)

1. In the application of the FSC core labour requirements, Severn Valley Woodworks Ltd shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the required objectives.
2. Severn Valley Woodworks Ltd shall not use child labour.
 - 2.1. Severn Valley Woodworks Ltd shall not employ workers below the age of 15.
 - 2.2. 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 regulations.
 - 2.3. Severn Valley Woodworks Ltd shall prohibit the worst forms of child labour.
3. Severn Valley Woodworks Ltd shall eliminate all forms of forced and compulsory labour.
 - 3.1. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
 - 3.2. There is no evidence of any practice's indicative of forced or compulsory labour, including, but not excluded to, the following
 - Physical and sexual violence
 - Bonded labour
 - Withholding wages/including payment of employment fees and or payment of deposit to commence employment
 - Restriction of mobility/movement
 - Retention of passport identity documents
 - Threats of denunciation to the authorities
4. Severn Valley Woodworks Ltd shall ensure that there is no discrimination in employment and occupation.
 - 4.1. Employment and occupation practices are non-discriminatory.
5. Severn Valley Woodworks Ltd shall respect freedom of association and the effective right to collective bargaining.
 - 5.1. Workers can establish or join worker organisations of their own choosing.
 - 5.2. Severn Valley Woodworks Ltd respects the full freedom of workers' organisations to draw up their constitutions and rules.
 - 5.3. Severn Valley Woodworks Ltd 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.
 - 5.4. Severn Valley Woodworks Ltd 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.
 - 5.5. Collective bargaining agreements are implemented where they exist.

Signed :

Name: Simon Brown

Position: Managing Director

Date: 10th March 2022