

Policy Statement of the Panther Group on the FSC Core Labour Standards and Supply Chain Sourcing Obligations Act

Reference: FSC-STD-40-004 V3-1, Par. 1.5 / Annex D; Supply Chain Sourcing Obligations Act according to §2 sect. 2 and 3

Scope of application:

Panther Packaging GmbH & Co. KG
Altonaer Wellpappenfabrik GmbH & Co. KG
Südwestkarton GmbH & Co. KG
Wepoba Wellpappenfabrik GmbH & Co. KG
RRK Wellpappenfabrik GmbH & Co. KG
WS Coswiger Wellpappen-und Papierverarbeitung GmbH
Print Pack GmbH
Panther Display GmbH & Co. KG
Panther Print GmbH

- For service providers in case they are operating on site at the above-mentioned locations.
- Subcontractors that are not FSC certified (according to FSC-STD-40-004 V3-1 section 13) and do not perform work within the scope of the certificate on site at the designated locations (optional): Outsourcing partner of the sites of the **Panther Group** according to MMH 26-002.

Panther Packaging GmbH & Co. KG commits to the FSC Core Labour Standards and the Supply Chain Sourcing Obligations Act and hereby declares:

We do not make use of child labour.

- No workers younger than 15 years of age are employed. No person under the age of 18 is employed in hazardous or heavy work; unless training is provided under approved national laws and regulations.
- If applicable: Children between the ages of 13 and 15 are only allowed to do light work. The employment does not interfere with their schooling and is not harmful to their health or development. In particular, where children have compulsory school attendance, they work only outside school hours during normal daytime working hours.
- The certificate holder prohibits the most harmful forms of child labour.

We exclude all forms of forced and compulsory labour.

By way of example, this excludes the following forms:

- Physical and sexual violence
- Bonded labour
- Withholding of wages/including payment of labour fees and/or payment of a deposit on commencement of employment
- Restriction of freedom of movement/mobility of the employed person
- Withholding of passport and/or identification documents

- Threat of being denounced to the authorities.
- Employment relationships are voluntary and based on mutual consent, without the threat of punishment.

We ensure that employment and professional practices are non-discriminatory.

We respect freedom of association and the effective right to collective negotiations.

- Workers may establish or join workers' organizations of their own choice.
- The certificate holder (and, where applicable, affiliated sites in Germany) respects the full freedom of workers' organisations to establish their own statutes and rules.
- Negotiations will be conducted in good faith with legally established workers' organizations and/or duly elected representatives and, where appropriate, we will use our best efforts to conclude a collective labour agreement.
- Collective agreements are implemented where they exist.

We prevent the destruction of natural resources through environmental contamination and the illegal violation of land rights.


We prevent the violation

- of the prohibition of hiring or using private/public security forces, which may cause harm due to lack of instruction or control.
- of the prohibition of an act or omission in breach of duty which is directly capable of impairing a protected legal position in a particularly serious manner and the unlawfulness of which is obvious on a reasonable assessment of all the circumstances under consideration.
- of a prohibition resulting from the Minamata Convention.
- of the prohibition of production and/or use of substances within the scope of the Stockholm Convention (POPs) as well as non-environmentally sound handling of waste containing POPs.
- of the ban on the import and export of hazardous waste as defined by the Basel Convention.


Signatures:

Date / Name in block letters / Function

January 31, 2023 Steffi Völkner / FSC Representative *Panther Packaging*

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January 31, 2023 Axel Hilmer / CEO *Panther Packaging*

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Note: Organizations shall ensure that this policy statement is communicated to relevant stakeholders, e.g. on the website, etc.