



FSC® Core Labour Statement

The following statement is made in accordance with the core labour requirements as published by FSC (FSC STD-40-004 V3-1). In the application of the FSC core labour requirements, JELD-WEN, in all its European operations and facilities, considers rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.

JELD-WEN EU hereby confirms that it complies with the FSC core labour requirements, which are detailed below:

“1. The organisation shall not use child labour.

- *The organisation shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in the following bullet:*
- *In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling nor, be harmful to their health or development.*
- *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.*
- *The organisation shall prohibit the worst forms of child labour.*

2. The organisation shall eliminate all forms of forced and compulsory labour and do not use them.

- *Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.*
- *There is no evidence of any practice’s indicative of forced or compulsory labour, including, but not limited to, the following:*
 - *physical and sexual violence*
 - *bonded labour*
 - *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.*

3. The organisation shall ensure that there is no discrimination in employment and occupation.

- *Employment and occupation practices are non-discriminatory.*

4. The organisation shall respect freedom of association and the effective right to collective bargaining.

- *Workers can establish or join worker organisations of their own choosing.*
- *The organisation respects the full freedom of workers’ organizations to draw up their constitutions and rules.*
- *The organisation 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 organisation 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.*
- *Collective bargaining agreements are implemented where they exist.”*

This statement shall be:

- reviewed at least annually
- made available to stakeholders, JELD-WEN EU workers and our FSC-accredited Certification Body.

March 2026

Santa Karkle

JELD-WEN Europe
Chain of Custody Manager