

DOLLE Nordic A/S' Statement regarding FSC's Core Labour Requirements

DOLLE Nordic A/S hereby declare that we respect and act in accordance with the FSC Core Labour Requirements as described in FSC-STD-40-004 V3-1 which includes the following main topics:

- We refrain from the use and exploitation of any forms of child labour which is not in accordance with the basic human rights, national laws, and international conventions (7.2).
- We refrain from any forms of forced and compulsory labour (7.3).
- We ensure that there is no discrimination in employment and occupation (7.4).
- We respect and ensure our workers' right to freedom of association and the effective right to collective bargaining (7.5).

Name of main responsible: François Grimal, CEO

Signature:

Date and place:

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