

Basic Statement on FSC Core Operating Standards

Reference: FSC-STD-40-004 V3-1, Paragraph 1.5 / Annex D The basic declaration applies to: • the locations listed in the scope (required):

SINC NOVATION DOO Belgrade, Tošin bunar 23, Zemun, Belgrade, Serbia

• for service providers in the event that they are present in the above locations (mandatory):

Registration is required

• Non-FSC certified subcontractors (according to FSC-STD-40-004 V3-1 Section 13), who carry out work within the scope of the certificate, but not at the following locations (optional):

Registration is required

SINC NOVATION d.o.o. Belgrade is committed to the FSC Basic Labor Standards and hereby declares:

We do not use child labor.

- We do not employ workers under the age of 15. No one under the age of 18 is engaged in dangerous or difficult work.
- The worst forms of child labor is prohibited.

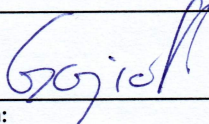
We exclude all forms of forced and compulsory labour, in particular:

- Physical and sexual violence
- Bonded labour
- Withholding wages/including payment of labor fees and/or payment of employment deposits
- Restricting the mobility/mobility of workers
- Retention of passports and/or personal documents
- Threats of denunciations to the authorities.
- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty

We ensure that employment and professional practices are not discriminatory.

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

- Workers can form or join workers' organizations of their choice.
- The holder of the certificate (as well as, if applicable, associated sites in Serbia) respects the full freedom of workers' organizations to establish their constitutions and rules.
- We negotiate in good faith with legally established workers' organizations and/or duly elected representatives and endeavour, if necessary, to conclude a collective agreement.
- Collective bargaining agreements are enforced where they exist.

Signature 	Date Signature / Name in Block Letters / Function 06.05.2025. Predrag Gajic FSC representative
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Note: Organizations should ensure that this basic statement is published to stakeholders, for example on the organization's website, in a newsletter, in the workplace, in brochures, posters, bulletin boards, employee handbook or code of conduct, or by email. There is no explicit provision on how this is published, so that different types and sizes of organizations can implement appropriate solutions.