

Policy Statement on the FSC Core Labour Requirements

Reference: FSC-STD-40-004 V3-1, Clause 1.5 / Annex D

The following statement applies to these sites:

Name of organization and sites according to the current certificate annex C16	PHA Head Office Frantschach / St. Gertraud, PHA Office Gratkorn, PHA Office Pöls, PHA Hungary, Balogunyom Office, PHA Fürnitz Storage Site
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- Where applicable, this statement also covers service providers working on site at the locations listed above:

TCS Trading GmbH, Trans KFT 6x6

In applying the FSC core labour requirements, we give due consideration to rights and obligations established under national law while fulfilling the objectives of the requirements.

Papierholz Austria GmbH is committed to the FSC core labour requirements and declares the following:

We do not use child labour.

- We do not employ anyone under the age of 15 or below the minimum age set by national or local laws or regulations, whichever is higher. Where national laws or regulations allow people aged 13 to 15 to perform light work, such work must neither interfere with their schooling nor harm their health or development. In particular, where schooling is compulsory, children may work only outside school hours during normal daytime working hours.
- No person under the age of 18 is employed in hazardous or heavy work, except for training permitted under approved national laws and regulations.
- We prohibit the worst forms of child labour.

PAPIERHOLZ AUSTRIA GMBH

HEAD OFFICE FRANTSCHACH

Frantschach 5
A-9413 St. Gertraud

OFFICE GRATKORN & BRUCK

Murmühlweg 2
A-8112 Gratwein

OFFICE PÖLS

Dr.-Luigi-Angeli-Straße 9
A-8761 Pöls

We eliminate all forms of forced and compulsory labour, including:

- physical and sexual violence
- bonded labour
- withholding of wages, requiring payment of employment fees and/or a deposit to take up employment
- restrictions on mobility or freedom of movement
- retention of passports and identity documents
- threats to report workers to the authorities

Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

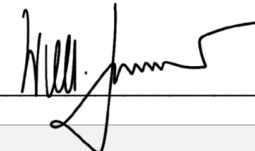
We ensure that there is no discrimination in employment and occupation.

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

- Workers are free to establish or join workers' organizations of their own choosing.
- We respect the full freedom of workers' organizations to draw up their constitutions and rules.
- We respect workers' right to take part in lawful activities related to forming, joining or supporting a workers' organization, or to refrain from doing so. We do not discriminate against or penalize workers for exercising these rights.
- We negotiate in good faith with lawfully established workers' organizations and/or duly elected representatives and make every effort to reach a collective bargaining agreement.
- Collective bargaining agreements are implemented wherever they exist.

This policy statement is made available to the certification body and to affected and interested stakeholders upon request. We document its communication to employees and the involvement of relevant service providers.

Signature of the person responsible:



Name in block capitals DI Wolfgang Schopfhauser	Role Person responsible for certification	Date 23 September 2026
Communicated on: 23 September 2026	Communicated by: DI Wolfgang Schopfhauser	

This policy statement is a public document and is made available upon request to affected stakeholder groups and interested persons.

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