

FSC® Essential Works Requirements

In compliance with the FSC® Essential Work Requirements, Eldorado Brasil takes into account the rights and obligations established by the standard, as evidenced in its Essential Requirements Policy (05-RHU PL-008), In addition, measures are also implemented that contribute to the fulfillment of the requirements to which the company is committed:

- Does not use child labor;
- Not allowing the practice of slave-like labor or any other form of illegal work, as well as implementing effort with its wood suppliers, so that they also commit themselves in the same direction;
- It must not employ workers under the age of 15 or below the minimum age, as established in the legislation, except for the condition of minor apprentice, where minors between 14 and 24 will be considered. (According to legislation);
- It seeks to select candidates from the age of 16 (provided that the activities are not unhealthy) and, from the age of 18 for all types of activities, as long as they present the skills and values compatible with the needs of the position to be filled, meeting the needs of the company/area, prioritizing local communities, however, professionals from another location may be hired;
- Work relationships are voluntary and based on mutual consent, without the threat of penalty;
- There is no evidence of practices indicative of forced or compulsory labor, including but not limited to the following (physical and sexual violence, forced labor, child labor, withholding wages/including payment of employment fees and/or payment of to commence employment, restriction of mobility/movement, retention of passport and identity documents, threats of reporting to authorities);
- There must be no discrimination in employment and occupation;
- Freedom of association and the effective right to collective bargaining must be respected where employees can establish or join a work organization of their own choosing;
- The total freedom of workers organizations to draw up their constitutions and rules must be respected;
- There must be respect for the right of workers to engage in legal activities related to training, association or assistance to the organization of workers or to refrain from doing the same, without discriminating or punishing them.

DocuSigned by:

Elcio Trajano Junior

7036005593E1428

Human Resources Director



The mark of
responsible forestry