

Annex 4: Policies for FSC Core Labour Requirements

Freedom of Association and the Right to Collective Bargaining

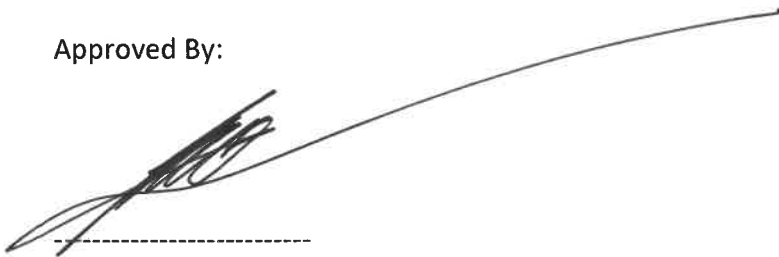
CBB promotes a responsible employment environment and ensures compliance with the provisions of the law with regard to the terms of employment of its employees and of other workers employed on its premises.

WE respect and adheres to universal principles and norms that protect human rights in employment, as specified in the declarations of the International Labor Organization (ILO), including, among other matters, with respect to the freedom of association and the freedom to conduct collective negotiations.

As part of this approach, CBB applies the following principles and work methods, in order to uphold the principle of freedom of association:

- a) Workers are able to establish or join worker organizations of their own choosing.
- b) CBB respects the full freedom of workers' organizations to draw up their constitutions and rules.
- c) We respect 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.
- d) CBB 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.

Approved By:



ALFRED GOH LENG HOCK
Chief Executive Officer
Date: 1st August 2022