

Forest Stewardship Council (FSC) Labor Rights Policy Statement

Creation Date: 2/1/2022	Written by: Human Resources
Revision Dates: 6/30/2022, 2/9/2024	Approved by: Leadership Group

As an FSC Chain of Custody (CoC) Certificate holder, Wausau Coated Products, Inc. is committed to complying with all areas of the FSC Core Labor Requirements. These requirements are consistent with existing federal regulations under which Wausau Coated operates.

Below is a summary of the main FSC Core Labor Requirements and Wausau Coated Products' statement of compliance in each area:

Child Labor

Wausau Coated Products, Inc. does not use child labor and complies with the US Federal Legislation which addresses this FSC Core Labor Requirement. Federal Employment Eligibility Verification I-9 Forms are used to verify eligibility for employment. Additionally, no person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulation.

Forced Labor

Wausau Coated Products, Inc. strictly prohibits any type of forced or compulsory labor. Employment relationships are voluntary and based on mutual consent. Employees may voluntarily end their employment at any time, for any reason, with or without notice.

Discrimination

Wausau Coated Products, Inc. is an Equal Opportunity Employer. Applicants and employees are protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, National Origin; Disability; Age; or Genetics. The Company is also committed to preventing retaliation toward anyone who files a charge of discrimination or participates in a discrimination investigation.

Freedom of Association

Wausau Coated Products, Inc. complies with US Federal Legislation which prohibits employers from interfering with collective bargaining activities. Wausau Coated is committed to treating its employees with respect and providing them with competitive wages, benefits, and safe working conditions. The Company understands that at times employees have concerns and suggestions for improvements. We encourage our employees to speak up and take advantage of the open-door policy in place. The company welcomes employee concerns and suggestions, takes their comments seriously, and remains committed to addressing concerns as they are brought forward.

I understand that the purpose of this Policy Statement is to summarize Wausau Coated Products' compliance with the FSC Core Labor Standards; I acknowledge that these requirements have been added to the FSC Chain of Custody standard as a condition of all Certificate holders.

Print Name

Signature

Date

Disclaimer: Stakeholders can obtain a copy of this policy statement on the [Wausau Coated website](#) or upon written request to Human Resources, Wausau Coated Products, Inc., 7801 Stewart Avenue, Wausau WI 54401. Subcontractors with involvement in handling or storage of FSC materials for Wausau Coated Products, Inc. agree to these Labor Standards per "Attachment #2" of the subcontractor agreement.