

FSC Core Labour Requirement Policy Statement

PERI L.L.C. UAE

PERI L.L.C. is the leading provider of expert services in formwork and scaffolding technology. Our self-image “we are PERI” makes us strong. Together we strive to deliver top performance for our customers.

As a family-owned company, we want to grow sustainably. Our values and our success factors are the guidelines for our actions. They make us strong and help us to fulfil our mission. Our vision is the great goal of our joint entrepreneurial action : We want to be the leading partner for all formwork and scaffolding applications in the United Arab Emirates.

We are committed to comply with the FSC Core Labour Requirements as published in FSC-STD-40-004-V3-1.

1.0 The organization does not use child labour.

- 1.1 The organization does not employ workers below the age of 15 or below minimum age as stated under national. Or local news or regulations, whichever age is higher, except as specified in 1.2.
- 1.2 Where the national or state law permits the employment of persons between the ages of 13 and 15 years in light work such employments should not interfere with schooling nor be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal daytime working hours.
- 1.3 No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national/ state laws and regulations.
- 1.4 The organization prohibits the worst forms of child labour. These are activities endangering the safety, health, integrity, and morality of children.

2.0 The organization eliminates all forms of forced and compulsory labour.

2.1 The organization's employment relationships are voluntary and based on mutual consent without the threat of penalty.

2.2 That there is no evidence of any practice's indicative of forced or compulsory labour, including but not limited to the following:

- Physical or sexual violence
- Bonded labour
- Withholding of wages / payments
- Restriction of mobility / movement
- Retention of passport and identity documents
- Treats of denunciation to the authorities

3.0 The organization ensures there is no discrimination in employment and occupation.

3.1 Employment and occupation practices are non-discriminatory.

We are committed to ensuring all requirements are met by enabling effective consultation with workers and by consulting, cooperating and coordinating with other duty holders.

This policy and associated implementation documentation will be publicised to all employees and will be reviewed on a regular basis to be updated or revalidated as appropriate.

A blue ink signature, appearing to read "UR", is written in a cursive style.

Ulrich Rottler
Managing Director UAE | Oman | Pakistan | Yemen

Date: 30 June 2022
Revision No. 00