



## **Social Policy Declaration**

Quality Pack Ltd complies with the highest social, ethical and environmental standards as enshrined in the FSC Chain of Custody Standard FSC-STD 40-004 V3-1 EN relating to FSC Core Labour Requirements and is committed to upholding those standards in pursuance of its trading and business activities.

Quality Pack Ltd shall not use child labour or employ workers below the age of 15 or below the statutory minimum age as determined by international, national or local legislation, whichever is the lowest age. Exceptions to this rule is documented in our Child Labour Policy.

Quality Pack Ltd. shall eliminate all forms of forced and compulsory labour. Its employment relationships are voluntary and based on mutual consent without the threat of penalisation.

Quality Pack Ltd. shall not practice physical or sexual violence or harassment, bonded labour, withholding of wages (including payment of employment fees and or payment of deposit to commence employment, restriction of mobility/movement, retention of passport or identity verification documents or threaten denunciation to relevant authorities.

Quality Pack Ltd. shall ensure that there is no discrimination in employment and occupation.

Quality Pack Ltd. respects workers' rights in respect of freedom of association and collective bargaining.

Furthermore, Quality Pack Ltd. expects and requires all suppliers, subcontracted companies and trading partners to adhere to the above policies as a precondition to their inclusion in the Quality Pack Ltd. supply chain.

Mustafa Cevik  
Director