

## Policy Statement – FSC Core Labour Requirements

The company Amscan Europe GmbH is committed to complying with the FSC core labour standards, as published in FSC-SFTD-40-004-V3. The core labour requirements are already specified by the German Basic Law and the following statutes for social affairs, labour offices and companies. As individuals and as a company we are committed to these laws

Within our company, compliance with these laws is additionally imposed through the means of internal guidelines and an external Vendor Compliance Manual, including an Ethical Code of Conduct, which must be signed by all third-party suppliers working with our company. Compliance is ensured through a rigorous internal auditing system, as well as auditing through third party companies.

Amscan Europe GmbH is committed to the FSC core labour standards and hereby declares:

**1. We do not use child labour.**

- No workers under the age of 15 are employed.
- No person under 18 years of age is employed in hazardous or heavy work; except in the case of training under approved national laws and regulations.
- We prohibit the worst forms of child labour.

**2. We exclude all forms of forced and compulsory labour, in particular:**


- Physical and sexual violence
- Bonded labour
- Withholding of wages/including the payment of labour fees and/or the payment of a deposit to take up employment
- Restriction of the mobility/mobility of the worker
- Withholding of passport and/or identification documents
- Threat of denunciation to the authorities.
- Employment relationships are voluntary and based on mutual consent, without threat of penalty.

**3. We ensure that employment and professional practices are non-discriminatory.**

**4. We respect the freedom of association and the effective right to collective bargaining.**

- Workers may form or join workers' organizations of their own choosing.
- We respect the full freedom of workers' organizations to establish their statutes and rules.
- Negotiations with legally established employee organizations and/or duly elected representatives will be conducted in good faith and, where applicable, we will use our best efforts to conclude a collective agreement.
- Collective agreements will be implemented where they exist.
- Employees will not be discriminated against or penalized in the exercise of the above rights and we will respect the right to freedom of association and collective bargaining.

Signed on: 01.03.2022

Signed by: 

Raluca Runcianu  
Group Sustainability Manager

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