



Core Labor Requirements Policy Statement

Adopted: March 8, 2023

General Woodworking, Inc. is committed to upholding internationally recognized core labor principles, including environmentally responsible, socially beneficial, and economically viable business practices.

General Woodworking, Inc. complies with applicable labor laws and maintains policies and practices that align with the core labor requirements outlined in its chain of custody certification standard.

These commitments include:

Child Labor

- The organization does not employ workers below the legal minimum working age.
- No person under 18 is employed in hazardous or heavy work, except as permitted for training under applicable laws.
- The worst forms of child labor are strictly prohibited.

Forced Labor

- Employment is voluntary and based on mutual consent.
- The organization prohibits all forms of forced or compulsory labor, including:
 - Physical or sexual violence
 - Bonded labor
 - Withholding of wages
 - Restriction of movement
 - Retention of identity documents
 - Threats or coercion

Discrimination

- Employment practices are non-discriminatory.
- The organization provides equal opportunity regardless of race, religion, gender, age, national origin, or other protected status.

Freedom of Association

- Workers are free to form, join, or refrain from joining worker organizations.
- The organization respects workers' rights to collective bargaining where applicable.
- No employee is subject to retaliation for exercising these rights.

The organization operates in compliance with applicable United States labor laws, which support and reinforce these principles.

General Woodworking, Inc. is committed to maintaining a workplace where all individuals are treated with dignity and respect, and where fair and ethical labor practices are consistently upheld.

This policy is publicly available to employees and interested stakeholders.

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