


<p>Svoboda Press s.r.o.</p>	<p>Prohlášení Příloha č. 1 Příručky PEFC a FSC</p>	 <p>Strana 3/ 4</p>
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The *SVOBODA PRESS s.r.o* shall demonstrate its commitment to comply with the Values of FSC® as defined in the “*Policy for the Association of Organizations with FSC®*” (FSC-POL-01- 004, initially approved in July 2009)

The declaration must be written and must be available to all stakeholders including e.g., suppliers, employees, and clients, upon request.

The commitment needs to be signed by a senior executive of the organisation.

The *SVOBODA PRESS s.r.o* shall declare not be directly or indirectly involved in the following activities:

- a) **Illegal logging or the trade in illegal wood or forest products;**
- b) **Violation of traditional and human rights in forestry operations;**
- c) **Destruction of high conservation values in forestry operations;**
- d) **Significant conversion of forests to plantations or non-forest use;**
- e) **Introduction of genetically modified organisms in forestry operations;**
- f) **Violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.**

SVOBODA PRESS s.r.o adheres to the basics of social responsibility towards its employees:

Nondiscrimination. The company creates equal opportunities for all its employees, both when they are recruited and in professional growth. The rules on employment are the same for all employees in no way and do not affect them, race, gender, political affiliation, religion.

The right to privacy. The company anxiously protects personal data held about employees, including multi-step data protection in information systems.


Preventing forced labour. The company will never use forced labour, e.g., the work of prisoners.

Preventing child labour. The company will never use child labour, it always respects the limits set by the legal order of the Czech Republic.

A suitable working environment. Regarding the technologies used, the company creates and verifies the most suitable working environment.

Working conditions and wages. The company creates suitable working conditions regarding the allocation of working time, including compliance with overtime limits. It has a transparent wage system that ensures a decent standard of living.

<p>Tento dokument je majetkem společnosti Svoboda Press s.r.o. a je určen pouze pro vnitřní potřebu. Rozmnožování a jeho předávání mimo společnost je možné pouze se souhlasem jednatele společnosti.</p>	<p>Vydání č.: 3 Datum vydání: 3.8.2022</p>
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Employment contracts. The company employs only based on legally and ethically flawless employment contracts and agreements.

Professional development. The company supports the training of employees tied to their job position and for their further development of their careers. Other projects support creative improvement efforts.

Consideration for the personal lives of employees. When determining the work regime and vacation plan, the company considers the interests of employees in terms of workplace availability and employee rest.

Respect for the dignity of employees. The dignity of employees is an important value protected in such a way that it is respected by each senior staff member, while ensuring that it is not disturbed by other co-workers or managers.

Svoboda press s.r.o. also undertakes to comply with all applicable legislation of the Czech Republic and the principles of health and safety at work in its business activities.

Date:

Managing Director



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