

POLICY ON FSC CORE LABOUR REQUIREMENTS

NCT complies with national laws - Basic Conditions of Employment Act, 1997, the Labour Relations Act, 1995, and the Employment Equity Act, 1998.

1. NCT shall not use child labour

- NCT shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except as specified in 7.2.2.
- In countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment 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 day-time working hours.
- No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
- NCT shall prohibit the worst forms of child labour.

2. NCT shall eliminate all forms of forced and compulsory labour

- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
 - physical and sexual violence
 - 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 and identity documents
 - threats of denunciation to the authorities.

3. NCT shall ensure that there is no discrimination in employment and occupation

Employment and occupation practices are non-discriminatory.

4. NCT shall respect freedom of association and the effective right to collective bargaining

- Workers are able to establish or join worker organisations of their own choosing.
- NCT respects the full freedom of workers' organisations to draw up their constitutions and rules.
- NCT respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- NCT negotiates with lawfully established workers' organisations and/or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Collective bargaining agreements are implemented where they exist.