

# Das naturbewusste Einweggeschirr!



## Policy Statement on FSC Core Labour Standards (HHV)

Reference: FSC-STD-40-004 V3-1, Paragraph 1.5 / Annex D

The policy statement applies to HOSTI GmbH, Emil-Stickel-Straße 6, D-74629 Pfedelbach.  
HOSTI GmbH is committed to the FSC core labour standards and hereby declares:

### We do not use child labour.

- No workers under the age of 15 are employed. No person under 18 years of age will be employed in hazardous or arduous work; except for training within the scope of approved national laws and regulations.
- The certificate holder prohibits the worst forms of child labour.

### We exclude all forms of forced and compulsory labor, in particular:

- physical and sexual violence
- debt bondage
- Withholding of wages/including the payment of labour fees and/or the payment of a deposit to take up employment
- Restriction of the worker's mobility/movability
- Withholding of passport and/or identity documents
- Threat of denunciation to the authorities.
- Employment relationships are voluntary and based on mutual consent, without threat of punishment.

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

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**BIC** SOLADEST600  
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**BIC** DEUTDESS620  
**Handelsregister:** AG Stuttgart HRB 58 0228  
**UST-ID:** DE 146 277 651  
**Geschäftsführer:** Dipl. Kfm. Hansjörg Stickel



Das Zeichen für verantwortungsvolle Waldwirtschaft  
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## We respect the freedom of association and the effective right to collective bargaining.

- Workers may establish or join workers' organisations of their own choice.
- The certificate holder (and affiliated sites in Germany, if applicable) respects the full freedom of workers' organisations to establish their statutes and rules.
- Negotiations with legally established workers' organisations and/or duly elected representatives will be conducted in good faith and, where appropriate, we will use our best endeavours to conclude a collective agreement.
- Collective agreements will be implemented where they exist.
- Workers will not be discriminated against or penalised in the exercise of the above rights and we will respect the right to freedom of association and collective bargaining.

Pfedelbach, 9 May 2022

Hansjörg Stickel  
- CEO/Shareholder -

Harold J. Rubrech  
- Managing Director -

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