

FSC Core Labor Requirements

1. When applying FSC core labor requirements, the organization must properly consider the rights and obligations established by national legislation while fulfilling the objectives of the requirements.

2. The organization must not employ child labor.

2.1. The organization must not hire employees who are younger than 15 years old or younger than the minimum age prescribed by national or local laws or regulations, whichever age limit is higher, except in the case defined in subsection 7.2.2.

2.2. In countries where national legislation or administrative acts allow the employment of persons aged 13–15 for light work, such work must not hinder school attendance or be harmful to their health or development. In particular, if children are legally required to attend school, their working hours must only be during regular daytime hours outside of school hours.

2.3. No one under the age of 18 shall be employed in hazardous or physically demanding work, except for training purposes in accordance with laws or administrative acts adopted in the country.

2.4. The organization must prohibit work that is inappropriate for children.

3. The organization must eliminate all forms of forced and compulsory labor.

3.1. Employment relationships are voluntary and based on mutual consent, without the threat of punishment.

3.2. There is no evidence of any activities that indicate forced or compulsory labor, including the following:

- Physical and sexual violence
- Debt bondage
- Withholding of wages, including charging a recruitment fee and/or requiring a deposit as a condition of employment
- Restricting movement/relocation
- Confiscation of passports and identity documents
- Threatening to report to authorities.

4. The organization must ensure that no one is discriminated against in employment and occupation.

4.1. Employment and occupational practices are non-discriminatory.

5. The organization must respect freedom of association and the effective right to collective bargaining.

5.1. Workers have the opportunity to establish or join workers' organizations of their choice at their discretion.

5.2. The organization respects the full freedom of workers' organizations to draft their constitutions and rules.

5.3. The organization respects workers' rights to lawful activities to establish, join, or assist a workers' organization, as well as the right to refrain from such activities, and does not discriminate against or penalize workers for exercising these rights.

5.4. The organization must negotiate in good faith and with the best intentions with lawfully established workers' organizations and/or their duly elected representatives to conclude a collective agreement.

5.5. Existing collective agreements are implemented.