



Date: 10Aug2022

## POLICY STATEMENT - Compliance with FSC Core Labor Requirements

The company TPG(HK) LIMITED is committed to complying with the FSC core labor standards, as published in FSC-STD-40-004-V3-1 under the point 7. The core labour requirements are already specified by the Hong Kong Basic Law and the following statutes for social affairs, labor offices and companies, we committed to these laws

We, TPG (HK) Limited

We do not use child labor

We do not employ workers under the age of 15.

No person under the age of 18 are employed in hazardous or heavy work.

We prohibits the worst forms of child labour.

We exclude all forms of forced and compulsory labor. For example:

Physical and sexual violence

Debt bondage

Withholding of wages/including payment of labor fees and/or payment of a deposit to take up employment

Restriction of the employee's mobility

Retention of passport and/or identity papers

Threat of denunciation to the authorities

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

We ensure that employment and professional practices are not discriminatory. We respect freedom of association and the effective right to collective bargaining. Workers can establish or join workers organizations of their own choice. The certificate holder respects the full freedom of employee organizations to set up their statutes and rules. The company will deal in good faith with legally constituted workers' organizations and/or properly elected representatives and will use the best efforts to reach a collective agreement where appropriate. Collective agreements are implemented where they exist.

Signed on: 26Aug2022

Signed by:

Name and function of the signatory: Chan Kam Keung / Director

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