



Print Best OÜ Workforce and Working Conditions Policy in accordance with FSC® Core Labour Requirements and ETI Base Code standard

Print Best OÜ ensures compliance with both the FSC Core Labour Requirements (FSC-STD-40-004 V3-1, Section 7) and the principles of the Ethical Trading Initiative (ETI). This policy sets out clear guidelines and requirements to guarantee fair, safe, and dignified working conditions for all employees. It aligns with internationally recognized labour and human rights standards, as well as with national legislation governing rights and obligations.

This policy applies to all employees, subcontractors, and suppliers of Print Best OÜ, covering all our operations and workplaces.

1. Prohibition of Child Labor

- 1.1. The organization does not engage in or support the use of child labour;
- 1.2. The organization does not employ workers under the age of 15;
- 1.3. The organization does not assign hazardous work to persons under 18. Manual handling of heavy loads is prohibited for workers under 16;
- 1.4. No minors are permitted to work overtime or night shifts;
- 1.5. A written consent from a legal guardian is required for employing any minor.

2. Prohibition of Forced Labor

- 2.1. The organization strictly prohibits any form of forced or compulsory labour;
- 2.2. All employment relationships are voluntary and based on mutual consent without the threat of penalty;
- 2.3. The organization does not engage in practices indicative of forced labour (including any form of threat - from verbal abuse and humiliation to physical threats, sexual violence, debt bondage, or withholding wages);
- 2.4. The organization does not confiscate or retain employees' identity documents;
- 2.5. Overtime work is voluntary and compensated according to applicable legal standards.

3. Prohibition of Discrimination

- 3.1. The organization ensures a work environment where all employees are treated with dignity and respect, regardless of race, colour, religion, sexual orientation, gender, gender identity, nationality, age, disability, or any other status protected by law;



3.2. All decisions regarding recruitment, promotion, disciplinary measures, and termination are based solely on an employee's skills, qualifications, and job performance.

4. Freedom of Association and Collective Bargaining

4.1. The organization respects the right of employees to freely form or join organizations of their choosing and to engage in collective bargaining;

4.2. Employees are free to participate in lawful activities relating to the establishment or support of workers' organizations without fear of discrimination or retaliation.

5. Safe and Hygienic Working Conditions

5.1. The organization ensures that the work environment is safe and hygienic, meeting all applicable legal and international standards;

5.2. The organization takes all necessary measures to protect workers' health and safety, including providing adequate training, implementing safety management systems, and supplying appropriate personal protective equipment.

6. Fair Working Conditions and Compensation

6.1. The organization ensures that employees' wages meet or exceed the local legal minimum.

6.2. The organization ensures that employees' wages are proportionate to their skills, qualifications, and performance, often exceeding the legal minimum to recognize their contributions and promote fair working practices.

7. Clear and Transparent Communication

7.1. The organization ensures that all employees are aware of their rights and obligations by providing clear and understandable information about their employment relationships.

Tanel Venderström
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