

L&S PRINTING

L&S Core Labour Requirements Policy

Our commitment

The company is committed to FSC® Core Labour Requirement, we ensure that we will identify and document measures to demonstrate conformance with the FSC® Core Labour Requirements.

L&S Printing will also ensure that our outsource suppliers are also adherent to the to the FSC® Core Labour Requirements. We will maintain an up to date outsource register and all companies performing outsource services for L&S Printing have agreed to the terms of L&S Printings, FSC OUTSOURCING AGREEMENT & CORE LABOUR REQUIREMENTS, this has been signed by either an owner or director of the outsource business.

Child Labour.

The company will not make an offer of employment to any person under the age of 18.

All prospective employees must present valid photo ID prior to employment, this must be a valid passport or if the employee does not hold one but are a UK Citizen then a Birth Certificate can be supplied, these documents will be validated by the companies HR Manager.

The ages of all employees are recorded by the companies HR Manager on the employees' file.

Forced Labour

The company primarily recruits staff who have previously worked for the business or are known either to the company directors or one of the current employees.

Should the company be required to use a third-party agency for recruitment, then we will insist that they have a Modern Slavery Policy in place and commit to ensure they will have carried out full checks on all potential employees.

The company does not grant loans or salary advances to staff that would require a worker to extend their working beyond the legal or contracted agreement.

The company will not deduct employment fees, payments or deposits from an employee to commence employment.

The company will ensure that workers do not experience any form of mobility restriction.

The company will only employ persons who can demonstrate the right to work in the UK, this ensures that there is no opportunity for denouncing workers to the authorities.

Discrimination

L&S Printing have an equal opportunities policy, this ensures that,

- Wages and working conditions are non-discriminatory
- There is no discrimination on gender or age
- There is no discrimination on ethnicity.
- All employees have equal opportunity for promotion
- All applicants have equal opportunity for employment

Freedom of Association and the right to Collective Bargaining.

The company places no restrictions on employees' rights to join or belong to a trade union, this is a free choice for each employee to make.

The company has no involvement or control of any union body, as such, if an employee joined a union, it would be autonomous and independent.

The company employs an HR Manager who is available to all employees to discuss any concerns confidentially, the HR manager ensures compliance with applicable laws and that workers' rights are protected.

The company handbook which all employees are given when they commence employment contains information pertaining to union membership with the UNITE union and information on collective bargaining.

- L&S will respect freedom of association and the effective right to collective bargaining.
- L&S will respect that workers are able to establish or join worker organisations of their own choosing.
- L&S respects the full freedom of workers' organisations to draw up their constitutions and rules.
- L&S 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.
- L&S will negotiate with lawfully established workers' organisations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- L&S will support collective bargaining agreements are implemented where they exist

This policy was approved by the Board of Directors on 13th September 2024.

Name Aaron Lomasney

Position Managing Director

