

Child labour

- Brophy Timber Services Ltd does not use child labour.
- Brophy Timber Services Ltd complies with Protection of Young Persons (Employment) Act 1996 (Ireland).
- Brophy Timber Services Ltd shall not employ workers below the age of 16 in regular full-time roles.
- Brophy Timber Services Ltd may occasionally employ persons aged 14 – 15 in accordance with the above Act in light work during school holidays or work experience as requested by local schools, such employment should not interfere with schooling nor, be harmful to their health or development.
- Brophy Timber Services Ltd will employ at least one apprentice at all times, in accordance with Irish law (above act) and Apprenticeship governance procedures, apprentice must be at least 16 years of age and having an education standard of minimum Junior Certificate level.
- No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
- Brophy Timber Services Ltd prohibits the worst forms of child labour.

Forced and compulsory labour

- Brophy Timber Services Ltd shall eliminate all forms of forced and compulsory labour.
- Employment relationships are voluntary and based on mutual consent, without the threat of penalty.
- There is no evidence of any practice's indicative of forced or compulsory labour, including, but not limited to, the following:
 - physical and sexual violence
 - bonded labour
 - withholding of wages /including payment of employment fees and or payment of deposit to commence employment.
 - restriction of mobility/movement.
 - retention of passport and identity documents.
 - threats of denunciation to the authorities.



FSC® Core Labour Code of Conduct

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Discrimination in employment and occupation

- Brophy Timber Services Ltd shall ensure that there is no discrimination in employment and occupation.
- Employment and occupation practices are non-discriminatory.

Freedom of association and right to collective bargaining

- Brophy Timber Services Ltd shall respect freedom of association and the effective right to collective bargaining.
- Workers can establish or join worker organisations of their own choosing.
- Brophy Timber Services Ltd respects the full freedom of workers' organisations to draw up their constitutions and rules.
- Brophy Timber Services Ltd 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.
- Brophy Timber Services Ltd negotiates with lawfully established workers' organisations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Collective bargaining agreements are implemented where they exist.

A handwritten signature in black ink, appearing to read 'Damien Brophy', with a long horizontal flourish underneath.

26/02/2024