



Lick Home Limited

## Policy Statement of FSC Core Labour Requirements

Date of commencement: 12th November 2021

**Lick is building a people-powered decorating movement where everyone feels motivated, supported and inspired to transform their space and feels confident to create their perfect home with consideration to your and *our* home; planet Earth.**

We're committed to running our business in an ethical and fair manner that supports both people and our planet. Part of our commitment includes our compliance with the FSC Core Labour Standards as published in FSC-STD-40-004-V3-1.

Our commitment always includes adherence to applicable laws, respect of ethical values and acting in a sustainable manner in each of our respective areas of responsibility.

1. **FSC core labour requirements (1.5, 1.6)**
2. Lick Home Ltd has adopted and implemented a policy statement. We chose to make our policy available to our stakeholders on our webpage and it covers:
3. **Child labour**
4. Lick Home Ltd is not employing workers below the age of 18.
5. 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.
6. Lick Home Ltd prohibits the worst forms of child labour
7. **Force and compulsory labour**
8. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
9. 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. Discrimination in employment and occupation
10. Employment and occupation practices are non-discriminatory.
11. **Freedom of association and right to collective bargaining**
12. Our workers can establish or join worker organisations of their own choosing.
13. Lick Home Ltd respects the full freedom of workers' organisations to draw up their constitutions and rules.
14. Lick Home 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.

15. Lick Home 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.
16. Collective bargaining agreements are implemented where they exist.

Within the UK extensive legislation protects the social rights of individuals and workers. The FSC core labour requirements are upheld by UK law and we comply with the requirements within these laws.

Lick is an equal opportunity employer. It is the established policy of Lick to provide equal employment opportunities to all qualified persons and to administer all aspects and conditions of employment without regard to race, color, national origin, ethnicity, ancestry, alienage, sex, gender, sexual orientation, gender identity, creed, religion, marital status, domestic partner status, pregnancy, physical or mental disability, medical condition, military or veteran status, family care leave status, status as a victim of domestic violence, sexual assault, or stalking, genetic information, age, height, weight or any other protected classification, in accordance with applicable laws.

Beyond operating under the requirements of the law and the principles of the FSC core labour standards, we believe from an ethical point of view that no employee shall be subject to constraints or restrictions that prevent them from freely forming and exercising opinions or developing personally and professionally.

We all deserve to work in an environment where we are treated with dignity and respect. Lick is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our personal and professional success and our impact on society as a whole.

This policy Statement was designed to demonstrate our commitment to the FSC core labour requirements as outlined in FSC-STD-40-004 v3-1. A copy of this statement is publicly available to stakeholders and interested parties via the Lick website - [www.lick.com](http://www.lick.com)