

POLICY UPDATE

Attn: All Teams
From: Mitchell Press
RE: FSC Core Labour Policy

March 13th, 2025

Mitchell is committed to upholding the highest standards of ethical labour practices across all facets of our operations, in accordance with our Forest Stewardship Council Chain of Custody certification. We firmly believe that every individual has the right to fair and dignified employment, free from exploitation, discrimination, and coercion. As such, Mitchell adopts the following standards:

1. **Prohibition of Child Labour:** Mitchell prohibits the use of child labour in any form. We recognize that children are among the most vulnerable members of society and must be protected from exploitation. Therefore, we commit to not employing any individual under the age of 16 in any capacity within our organization or within our supply chain.
2. **Elimination of Forced and Compulsory Labour:** Mitchell is dedicated to eliminating all forms of forced and compulsory labour within our operations and supply chain. We firmly oppose any practice that deprives individuals of their freedom and autonomy. Therefore, we commit to ensuring that all employment within our organization is voluntary, and team members are free to terminate their employment without fear of repercussion or coercion.
3. **Non-Discrimination in Employment and Occupation:** Mitchell values diversity and inclusion in the workplace and is committed to providing equal opportunities for all team members, regardless of race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic protected by law. We pledge to create an environment free from discrimination, where every individual is treated with dignity, respect, and fairness. See our Bullying & Harassment policy for more information.
4. **Respect for Freedom of Association and Collective Bargaining:** Mitchell recognizes the fundamental rights of team members to freedom of association and collective bargaining. We respect the right of our team members to join or form trade unions or other worker associations of their choice, without fear of intimidation or retaliation. Furthermore, we are committed to engaging in constructive dialogue with labour representatives and bargaining in good faith to address workplace issues and ensure fair and equitable working conditions.

Through these commitments, Mitchell reaffirms its dedication to upholding core labour standards and promoting a work environment that fosters respect, dignity, and empowerment for all team members. We recognize that our responsibility extends beyond our own operations and will work collaboratively with our suppliers, contractors, and other stakeholders to ensure these principles are upheld throughout our supply chain.