POLICY STATEMENT

Gabon Wood Industries (GWI) has adopted and implanted a policy statement. We chose to make our policy available to our stakeholders in our webpage and it covers:

Child labour
- GWI is not employing workers below the age of 18 except for the purpose of training within approved national laws and regulations.
- 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.
- GWI prohibits the worst forms of child labor.

Force and compulsory labour
- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

Discrimination in employment and occupation
- Employment and occupation practices are non-discriminatory.

Freedom of association and right to collective bargaining
- Our workers are able to establish or join worker organizations of their own choosing.
- GWI respects the full freedom of workers’ organizations to draw up their constitutions and rules.
- GWI respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers’ organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- GWI negotiates with lawfully established workers’ organizations and/or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

LIBREVILLE, 20/9/22
City, Date

GABON WOOD INDUSTRIES S.A.
NORMAN CHNG