

15.02.2022

®FSC Policy Statement

With the FSC Policy Statement, Ravensburger acknowledges the fundamental rules and principles of FSC and undertakes to recognize the values published in the standard FSC-STD-40-004 V3-1 and to put these into practice and communicate them actively within the company and towards our customers. These include the FSC Core Labour Requirements which are referred in this Policy Statement.

Ravensburger acts in a socially sustainable manner: with family-friendly working conditions in the company and with the certification of fair working conditions at its suppliers. Ravensburger demands that its suppliers are certified in accordance with the ICTI Code of Business Practices issued by the International Council of Toy Industries or the amfori BSCI Standard. These standards cover – among other issues – the prohibition of child labour, compliance with legal working time regulations, and safety, health and environmental standards. Furthermore these standards require that workers are entitled to freely exercise their rights of employee representation as provided by local law as well as the right of collective bargaining. Business partners of amfori BSCI participants shall respect the right of workers to form unions in a free and democratic way and shall not discriminate against workers because of trade union membership. Furthermore, business partners shall not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour.

Ravensburger maintains a system for monitoring compliance with all the requirements with its suppliers, as well as for identifying further improvement and development through BSCI and/or ICTI.

Further information about the two standards is available at:

<http://www.toy-icti.org/info/codeofbusinesspractices.html>

or

<https://www.amfori.org/content/amfori-bsci>

Each and every individual has the right to be treated with fairness, dignity and respect. We are an equal opportunities employer. Human resources related decisions are reached without discrimination of any manner. We will not tolerate any type of discriminatory behavior towards employees or applicants for reason of ethnic origin, nationality, gender, family status, age, disability, religion or ideology, sexual orientation, or for any other reason which may fall under anti-discrimination laws.

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