

Self-Declaration

**regarding to the requirements international
standard PEFC ST 2002 – 2013**

The Company Paloma d.d. Sladki Vrh includes requirements relating to health, safety and labour issues that are based on ILO Declaration on Fundamental Principles and Rights at Work, 1998.

The Company demonstrate that:

- a) workers are not prevented from associating freely, choosing their representatives, and bargaining collectively with their employer;
- b) forced labour is not used;
- c) workers, who are under the minimum legal age, the age of 15, or the compulsory school attendance age, which ever is higher, are not used;
- d) workers are not denied equal employment opportunities and treatment;
- e) working conditions do not endanger safety and health.

Sladki Vrh, 22.03.2016

City, Date / Kraj, datum

Paloma, higienski papirji, d.d.

For the Company / Za družbo

Samo-izjava

**glede na zahteve mednarodnega standarda
PEFC ST 2002 – 2013**

Družba Paloma d.d. Sladki Vrh izpolnjuje zahteve navedenega standarda glede zdravja, varnosti ter delavskih pravic, ki temeljijo na deklaraciji ILO o Temeljnih principih in pravicah delavcev pri delu iz leta 1998.

Družba zagotavlja da:

- a) delavcem ne preprečuje prostovoljnega povezovanja, izbire njihovega zastopnika in kolektivnega pogajanja z delodajalcem;
- b) se ne izvaja prisilno delo
- c) ne zaposluje oseb, mlajših od najnižje zakonsko dovoljene starosti za delo tj. 15 let ali šoloobveznih otrok;
- d) delavcem niso kršene enakovredne zaposlitvene možnosti in je zagotovljena enakovredna obravnava s strani delodajalca;
- e) delovni pogoji ne ogrožajo varnosti in zdravja zaposlenih.

Predsednik uprave

Tadej Gosak