

7.2 ProCon shall not use child labor.

7.2.1 ProCon shall not employ workers below the age of 15, or below

the minimum age as stated under national, or local laws or regulations,
whichever age is higher, except as specified in 7.2.2.

7.2.2 In countries where the national law or regulations permit the

employment of persons between the ages of 13 to 15 years in light work,
such employment should not interfere with schooling nor be harmful to
their health or development. Notably, where children are subject to
compulsory education laws, they shall work only outside of school hours
during normal day-time working hours.

7.2.3 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.

7.2.4 ProCon shall prohibit the worst forms of child labor.

7.3 ProCon shall eliminate all forms of forced and compulsory labor.

7.3.1 Employment relationships are voluntary and based on mutual consent,

without the threat of a penalty.

7.3.2 There is no evidence of any practices indicative of forced or compulsory

labor, including, but not limited to, the following:

- physical and sexual violence
- bonded labor
- 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.

7.4 ProCon shall ensure that there is no discrimination in employment and occupation.

7.4.1 Employment and occupation practices are non-discriminatory.

7.5 ProCon shall respect freedom of association and the effective right to collective bargaining.

³ Source: FSC report on generic criteria and indicators based on ILO Core Conventions principles (2017).

7.5.1 Workers are able to establish or join worker organizations of their own choosing.

7.5.2 ProCon respects the full freedom of workers' organizations to draw up their constitutions and rules.

7.5.3 ProCon 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.

7.5.4 ProCon 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.

7.5.5 Collective bargaining agreements are implemented where they exist.