VG&P Ltd
Offley Works
1 Pickle Mews
Oval
London
SW9 0FJ

FSC® Core Labour Requirements Policy

In accordance with the FSC Core Labour Requirements specified in FSC-STD-40-004 V3-1, to the best of its knowledge and due diligence of its direct and indirect activities, VG&P undertakes:

- Not to use child labour and to prohibit the worst forms of child labour. No persons under the age of 18 will be employed.
- To eliminate all forms of forced and compulsory labour.
- To ensure that there is no discrimination in employment and occupation.
- To respect freedom of association and the effective right to collective bargaining.

Further evidence in support of the company's commitment can be found within the following statements and policies:

- Human Rights & Modern Slavery Policy
- Equal Opportunities Policy
- Corporate Social Responsibility & Social Value Policy
- Anti-Bribery and Corruption Policy

This policy is available to interested stakeholders including our employees, customers, suppliers and members of the public.



Edward Carpenter
CEO
October 2026

FSC license code (FSC-C158750)