

シロキ中核的労働要求事項に関する方針声明

当社は、労働における基本的原則及び権利に関する ILO 宣言に基づき、以下の中核的労働要求事項を尊重し、すべての職場においてこの方針を遵守いたします。

1. 児童労働の禁止

法令に定められた雇用の最低年齢に満たない児童を就労させません。

2. 強制労働の禁止

あらゆる就労形態においても、不当な労働を強制しません。

3. 雇用及び職業における差別の撤廃

基本的人権を尊重し、国籍、人種、性別、宗教などによる差別をしません。

4. 結社の自由と団体交渉権の尊重

結社の自由及び労使間協議を目的とした団体交渉権を尊重します。

2022 年 6 月制定

2022 年 9 月改定

株式会社シロキ

代表取締役社長 白木 周作

Certificate SGSHK-COC-001409, SGSHK-CW-001409

The Organization

SHIROKI CO., LTD.

Tokyo Head Office Shiroki Bldg., 2-2-7 Kasuga, Bunkyo-ku, Tokyo Japan

SGS

has been assessed and certified as meeting the requirements of

FSC™ Chain-of-Custody

The company was assessed against the following standards

FSC-STD-40-004 V3-1 – Chain of Custody Certification

FSC-STD-40-003 V2-1 Chain of Custody Certification of Multiple Sites

FSC-STD-50-001 Requirements for use of the FSC trademarks by Certificate Holders

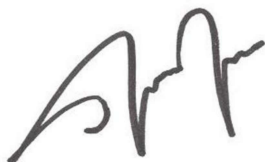
for the products detailed in the scope below:

- 1.The purchase, storing, cutting, packaging including outsourcing and sale of FSC Mix, FSC Recycled and FSC controlled wood papers (Transfer System)
- 2.The purchase and sale of FSC Mix, FSC Recycled and FSC controlled wood Pulp (Transfer System)

This certificate is valid from 16 July 2026 until 01 June 2028 and remains valid subject to satisfactory surveillance audits.

Issue 13. Certified since 02 June 2003

This is a multi-site certification. Additional site details are listed on the subsequent page. The products and processes / activities covered by the scope are performed by the network of Participating Sites, and not necessarily by each of them.



Authorised by
Miranda Kwan

SGS Hong Kong Limited

Units 303 & 305, 3/F., Building 22E, Phase 3, Hong Kong Science Park, New Territories, Hong Kong

t +(852)2334 4481 - www.sgs.com

The validity of this certificate shall be verified on <https://search.fsc.org>. For the full list of product groups covered by the certificate see <https://search.fsc.org>. This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC-certified [or FSC Controlled Wood]. Products offered shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on sales and delivery documents. The certificate remains the property of SGS. The certificates and all copies or reproductions shall be returned or destroyed if requested by SGS.



This document is an authentic electronic certificate for Client' business purposes use only. Printed version of the electronic certificate are permitted and will be considered as a copy. This document is issued by the Company subject to SGS General Conditions of certification services available on [Terms and Conditions](#) | SGS. Attention is drawn to the limitation of liability, indemnification and jurisdictional clauses contained therein. This document is copyright protected and any unauthorized alteration, forgery or falsification of the content or appearance of this document is unlawful.



Certificate SGSHK-COC-001409, SGSHK-CW-001409,
continued

SHIROKI CO., LTD.

SGS

FSC™ Chain-of-Custody

Issue 13

Additional facilities

SHIROKI CO.,LTD. Tokyo Head Office
Shiroki Bldg., 2-2-7 Kasuga, Bunkyo-ku, Tokyo Japan

SHIROKI CO.,LTD. Nagoya Head Office
3-26-18 Chikusa, Chikusa-ku, Nagoya-shi, Aichi Japan

SHIROKI CO.,LTD. Osaka Branch Office
2-2-2, Nishi-Hommachi, Nishi-ku, Osaka-shi, Osaka Japan

SHIROKI CO.,LTD. Tohoku Branch Office
2-5-1 Oroshi-machi, Wakabayashi-ku, Sendai-shi, Miyagi Japan

SHIROKI CO.,LTD. Kyushu Branch Office
4-3-2 Sumiyoshi, Hakata-ku, Fukuoka-shi, Fukuoka Japan

SHIROKI CO.,LTD. Shikoku Branch Office
1118-13 Matsunawa-cho, Takamatsu-shi, Kagawa Japan

SHIROKI CO.,LTD. Kitakyushu Branch Office
9-7 Akasakakaigan, Kokurakita-ku, Kitakyushu-shi, Fukuoka Japan



This document is an authentic electronic certificate for Client' business purposes use only. Printed version of the electronic certificate are permitted and will be considered as a copy. This document is issued by the Company subject to SGS General Conditions of certification services available on [Terms and Conditions | SGS](#). Attention is drawn to the limitation of liability, indemnification and jurisdictional clauses contained therein. This document is copyright protected and any unauthorized alteration, forgery or falsification of the content or appearance of this document is unlawful.

