

FSC CORE LABOUR REQUIREMENTS POLICY

SOUTH PACIFIC TIMBER (1990) LIMITED



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FSC Core Labour Requirements Policy

South Pacific Timber (1990) Limited (“SPT”) recognizes the importance of respecting and protecting the rights of workers as declared by the Forest Stewardship Council (FSC®) core labour standards, as published in the FSC-STD-40-004 V3-1. We are committed to complying with these standards as they represent the minimum requirements for a healthy and functional work environment.

SPT acknowledges that a significant portion of the FSC® standard is already specified by New Zealand law under the Employment Relations Act, 2000. As a responsible citizen and employer, we are committed to adhering to these laws. However, we understand that the FSC® core labour standards go beyond legal requirements and embody moral and ethical considerations that are essential to ensuring workers' rights are protected.

Core Policy and Procedures

- Our commitment to the FSC® core labour standards means that SPT shall not use child labour. We will not employ workers below the age of 16, or below the minimum age as stated under national or local laws or regulations. We acknowledge that child labour can be hazardous, and no person under the age of 18 shall be employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations. Additionally, SPT shall prohibit the worst forms of child labour, which include slavery, trafficking, forced labour, and other forms of exploitation.
- SPT is also committed to eliminating all forms of forced and compulsory labour. We ensure that employment relationships are voluntary and based on mutual consent, without the threat of a penalty. Workers have the right to leave their employment after reasonable notice, and employers are prohibited from retaining workers' personal documents or property to prevent them from leaving.
- We believe in providing equal opportunities to all and have a zero-tolerance policy against discrimination. SPT shall ensure that there is no discrimination in employment and occupation, and our employment and occupation practices are non-discriminatory. We acknowledge that discrimination can occur based on race, gender, age, religion, disability, sexual orientation, or any other factor, and we will take steps to prevent such discrimination.
- At SPT, we recognize the importance of freedom of association and effective right to collective bargaining. We respect workers' rights to establish or join worker organizations of their choosing, and we will not interfere with the

formation or administration of such organizations. Additionally, we will respect the full freedom of workers' organizations to draw up their constitutions and rules. We understand that workers have the right to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and we will not discriminate or punish workers for exercising these rights. Collective bargaining agreements are implemented where they exist.

- We understand that our senior management's commitment to this policy is essential in ensuring that it is fully implemented. Therefore, we put forth a commitment to cooperate according to this policy, and our senior management strongly endorses this policy.

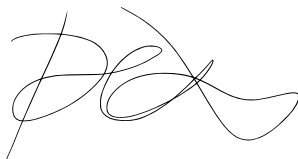
Legislative Responsibilities

The Employment and Health, Safety and Environmental legislature responsibilities of SPT are detailed in the "Legislative Register". The register identifies numerous documents including Acts, Regulations and Codes of Practice.

- Minimum Wage Act 1983
- Employment Relation Act 2000
- Human Rights Act 1993
- Health and Safety at Work Act 2015

We will review this policy annually to ensure its continued relevance and effectiveness. This policy shall be made available to stakeholders, SPT workers, FSC® accredited certification body, and any other interested parties deemed appropriate.

SPT remains committed to the FSC® core labour standards, and we will continue to work towards ensuring that our business practices promote fair and just working conditions for all workers.



Daniel Vincent
Head of Commercial