

SUSTAINABILITY POLICY

Obligations and Commitment

The company is committed to sustainable production through responsible management of our plantations, native forests, production plants and export facilities.

Objectives

We will manage our operations within a framework of productivity, people, environment:

Productivity

- Support economic sustainability by optimizing the economic benefits for shareholder return, income, employment, goods and services from our operations within ecological constraints.
- Encourage an attitude of continuous improvement among management, employees and contractors, through provision of appropriate resources and training, use of operational procedures and monitoring of performance;

People

- Provide an equal opportunity workplace, free of discrimination, harassment, sexual harassment, bullying and victimisation.
- Facilitate and encourage meaningful engagement of stakeholders and strive to build constructive relationships with affected stakeholders;

Environment

- Monitor and report Energy consumption, GHG Emissions and carbon sequestration and aim to maintain or increase average carbon stock on the managed forest area over successive harvest cycles.
- Implement effective strategies to maintain or enhance significant biodiversity values and control potential adverse impacts.
- Comply with the requirements of all relevant legislation, certification standards, government policies, and industry codes of practice;
- Strive to achieve sound environmental practice and pollution prevention in all areas of operations;
- Respect ecological processes potentially impacted by forestry operations with emphasis on soil and water catchment values;
- Not convert native vegetation to plantation forest or non-forest;

We will regularly review management processes, the allocation of resources necessary to implement the policy, and develop objectives and targets to continually improve the Company's environmental, economic, social and cultural performance.

Policy Authorised by:

Signature:



Signed By: Tony McKenna

Position Title: Chief Executive Officer

Date: 15 February 2022