

FSC Core Labour Requirements Compliance Policy

Southland Plantation Forestry Company of New Zealand Limited

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This Policy records Southland Plantation Forestry Company of New Zealand Ltd's ("SPFL") policy regarding human rights and minimum employment standards.

General Provisions

SPFL shall adhere to all New Zealand Employment Legislation including but not limited to the Employment Relations Act 2000, the Bill of Rights, Holidays Act 2000, Wages Protection Act 1983, Minimum Wage Act 1983, Parental Leave and Employment Protection Act 1987, Equal Pay Act 1972, Health and Safety at Work Act 2015, Human Rights Act 1993, Privacy Act 2020 and Protected Disclosure Act 2000 ("collectively NZ Employment Law").

As part of its compliance with NZ Employment Law, SPFL undertakes to:

- not use child labour.
- not employ anyone under the age of 15 years on any logging, construction sites or in any area where goods or hazardous substances are being manufactured or any new area where the work requires lifting heavy weights.
- not engage in any forced compulsory labour including coercing or retaining staff by the imposition of bonds, threats of violence, withholding payments or retention of passport or other identity documents.

SPFL shall not discriminate on the basis of race, colour, age, disability, relationship status, pregnancy or country of origin.

SPFL shall adhere to the freedom of association and the right to collective bargaining as recorded in the Employment Relations Act.

Date: 19 Aug 2022
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