

LABOUR POLICY STATEMENT

New Zealand Lumber Exports Limited endeavours to provide a conducive working environment that is to give due consideration to the rights and obligations established by national law. We are committed to conduct our business activities based on respecting the following labour requirements.

In the conduct of our business, New Zealand Lumber Exports Limited:

1. Shall give due consideration to the right and obligation established by national law.
2. Shall not use child labour
 - 2.1 Shall not employ workers below the age of 15, or below the minimum age as stated under national regulation.
 - 2.2 No long working hour or unhealthy working environment.
 - 2.3 Shall prohibit the worst forms of child labour.
3. Shall eliminate all forms of forced and compulsory labour.
 - 3.1 Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
 - 3.2 There is no evidence of any practices indicative of forced or compulsory labour, including, but not limited to, the following:
 - physical and sexual violence
 - bonded labour
 - withholding of wages /including payment of employment fees and or payment of deposit to commence employment
 - restriction of mobility/movement
 - retention of passport and identity documents
 - threats of denunciation to the authorities.
4. Shall ensure that there is no discrimination in employment.
 - 4.1 Employment and occupation practices are non-discriminatory.
5. Shall respect freedom of association and the effective right to collective bargaining.
 - 5.1 Workers are able to establish or join worker organizations of their own choosing
 - 5.2 Respects the full freedom of workers' organizations to draw up their constitutions and rules.
 - 5.3 Respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.

- 5.4 Negotiate with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- 5.5 Collective bargaining agreements are implemented where they exist

FEI FEI YANG (KEY ACCOUNT MANAGER) will ensure that management and staff are aware and informed of the policies by handling a hard copy of the policy to all relevant managers and workers. The policy is also available to stakeholders by posted in the workplace. The policy will also be updated if any changes to national regulations and or practice of the company. It will be actively communicated ensuring its compliance.