

Policy Statement for implementing FSC® (FSC-C122807) Core Labour Requirements

bbi® Wood Products Limited is committed to complying with the FSC® core labour standards as published in the FSC-STD-40-004. A significant portion of the FSC® standard is already specified by New Zealand law under the Employment Relations Act, 2000. As citizens and employers, we are committed to these laws.

The core labour standards, as declared by FSC®, form not only the basis of our work from a legal point of view but also a moral and ethical point of view. They represent the minimum requirements for a healthy and functional work environment.

1. bbi® shall not use child labour.
 - 1.1. bbi® shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations
 - 1.2. No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
 - 1.3. bbi® shall prohibit the worst forms of child labour.
2. bbi® shall eliminate all forms of forced and compulsory labour.
 - 2.1. Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
3. bbi® shall ensure that there is no discrimination in employment and occupation
 - 3.1. Employment and occupation practices are non-discriminatory
4. bbi® shall respect freedom of association and effective right to collective bargaining
 - 4.1. Workers can establish or join worker organizations of their own choosing.
 - 4.2. bbi® respects the full freedom of workers' organizations to draw up their constitutions and rules.
 - 4.3. The organization 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
 - 4.4. Collective bargaining agreements are implemented where they exist

We at bbi® Wood Products Limited put forth a commitment to cooperate according to this policy and our senior management are strongly committed and have endorsed this policy.

This policy shall be reviewed annually and be made available to stakeholders, bbi® workers, FSC® accredited certification body and other interested parties as deemed appropriate.

20 July 2025