

Protection, awareness and training alongside a comprehensive environmental management system allows for specific objectives to be reached which drive effective utilization of resources via clean energy, recycling, and pollution prevention.

**ENVIRONMENTAL  
POLICY**



To maintain an environment in which employees can work free from sexual coercion and intimidation. A zero-tolerance policy for any form of sexual harassment will be practiced and necessary disciplinary actions will be taken on employees who do not comply.

**SEXUAL  
HARASSMENT POLICY**



Labour and human rights are upheld in a manner which complies with national and international standards. All employees and contractors are informed of their rights to fair labour practice.

**HUMAN RIGHTS  
POLICY**



The Company is committed to complying with all applicable laws, regulations and nationally ratified international treaties, convention and agreements pertaining to the rights of the indigenous community.

**RIGHT OF THE INDIGENOUS  
COMMUNITY POLICY**



The prevention, deterrence and detection of fraud, bribery and any other practice is a commitment of the company. It is essential to the company that business is carried out with integrity, transparency and openness.

**ANTI-BRIBERY AND ANTI-  
CORRUPTION POLICY**



To continuously improve the companies forestry systems in a transparent manner, in line with national and international standards by ensuring that all sectors function in accordance with the respective policies.

**MANAGEMENT &  
ADMINISTRATION POLICY**



Directors, officers and employees are required to observe high standards of business practices and ethics. Employees are able to raise concerns internally and in good faith. An open door policy is practiced, and all complaints about unethical or illegal conduct are investigated and resolved.

**WHISTLEBLOWER  
POLICY**



To ensure the absolute safety of all the employees and contractors by complying with all the applicable regulations and implementing safeguards to ensure that the workplace is accident and injury free.

**O.H.S POLICY**



Minimal quantities of fertilizers will be used where required, and appropriate methods will be sought to reduce the quantity of fertilizers necessary to sustain profitable plantations.

FERTILIZER  
POLICY



Adopt an environmentally-friendly approach to forest plantation management on the use of chemical pesticides. All damage to the environment will be mitigated and/or repaired, and where possible non-chemical methods will be used.

PESTICIDES  
POLICY

