

 <b>GERAK SAGA</b>	<b>GERAK SAGA SDN. BHD.</b> (Co. No.: 201401022122 (1098208-V))				<b>PP</b>	
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Management and administration of Gerak Saga Sdn. Bhd. (henceforth known as the Company) shall continually improve its systems to be in line with the national and state regulatory requirements and international best practices.

1. The Company will comply with all applicable national and state regulatory requirements and ensure that the Company policies are adhered to.
2. The Company will maintain a chain of custody for its timber products and ensure traceability to the permitted harvesting coupe.
3. The Company shall use planting material approved by the Sabah Forestry Department that are deemed non-invasive and do not consist of GMO material. Use of chemicals, pesticides and fertilizer shall be in accordance with the Company's policy.
4. The Company is committed to supporting the policy of the State Government to increase timber production from industrial tree plantation to meet the decline in raw material supply from natural forests and work with government agencies to protect the area from encroachment and illegal activities.
5. The Company shall maintain areas identified for Conservation to protect environmental attributes such as soil erosion, siltation of streams and potential habitat for wildlife and biodiversity of the management unit; maintain or enhance the social and economic well-being of workers in line with ILO Conventions and promote gender equality and local community support in employment practices, wages, training, operational and management activities. Grievances by employees shall be recognized and resolved in accordance with procedures.
6. The Company shall evaluate social elements within the management concession to identify potential claims and ensure that potential impacts are minimized in accordance with stakeholder input and with their consent as applicable. Identification of any sites of special interest to local communities shall be documented and protected as agreed with communities. The Company is committed to providing a system to identify grievances; resolve any dispute and compensate for any adverse impacts occur. The Company shall endeavour to support community development as based on stakeholder dialogue; evaluation of need and available budget.
7. The Company shall develop performance targets in line with quality management systems and monitor that operations are implemented in accordance to work instructions and operational procedures to ensure sustainable management and to minimize negative impacts and externalities.
8. The Company will endeavour to implement and maintain sustainable forest management practices according to the principles and criteria of the Forest Stewardship Council (FSC), Malaysian Timber Certification Scheme (MTCS)/ Programme for the Endorsement of Forest Certification (PEFC).

This policy along with a summary of management plans and monitoring results shall be made known to the employees and available to the public on the company website.

Endorsed by,



**Glen MacNair**  
Managing Director