

PEFC Core Labour Requirements Compliance Policy

1 Purpose

This Policy records the Company’s Policy regarding human rights and minimum employment standards.

2 Definitions

Term	Definition
Company	Southwood Export Limited
PEFC	Programme for the Endorsement of Forest Certification

3 Requirements

The Company 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 New Zealand Employment Law”).

As part of its compliance with New Zealand Employment Law, the Company 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.


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

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

Date 16/02/2026

Name Steve Hindley

Position Executive Director

Signature 
Steve (Feb 16, 2026 10:58:10 GMT+13)

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