

Social Responsibility Policy

North Sawn Lumber Group is committed to operating a socially and environmentally responsible business.

In expectation to 'demonstrate our sense of social and environmental responsibility' this policy helps us set out how North Sawn Timber (NST) will operate in ways that reflect this purpose.

NST recognises the cultural distinctness and particular needs of Māori, and the how we respect and embrace the history, culture and position of Māori as the indigenous people of New Zealand.

In order to promote this, we encourage continuous improvement, best practice and have processes and procedures in place that:

- Comply with applicable laws and regulations specifically regarding:
 - Employment
 - Environment
 - Health and Safety
- Provide a safe and healthy work environment for all employees and contractors.
- We encourage diversity, equity, and inclusion.
- We ensure all employees understand their responsibilities relating to respecting and protecting our environment.
- We care for our environment and the importance of reducing emissions, increase use of biofuels to protect our land.
- Maintain and comply with our Accredited Employer status with Immigration NZ.
- Maintain and comply as a New Zealand Employer with the Philippines Department of Migrant Workers (DMW) rules and regulations, Philippine Overseas Labor Office (POLO) and Philippine Overseas Employment Administration (POEA)
- Prohibit discrimination in the workplace and ensure workers are treated with respect, fairness and dignity.
- Pay fair and legal wages, including our obligations under the Holidays Act 2003 in respect of breaks and holidays, and do not force any person to work unacceptable hours.
- We donate to community events.
- We take measures to protect our data privacy.
- We operate to reduce our chemical footprint and increase our use of biofuels.
- We take measures to have employee representatives on our Health and Safety committee.
- We provide education and support with settlement into New Zealand culture and way of life for our migrant workers to ensure they enjoy living and working in NZ.
- We encourage learning and development opportunities for all our employees.
- Enable Māori to exercise Kaitiakitanga, encourage, embrace and support te reo Māori and tikanga in our workplace to promote a safe and inclusive workplace for all.

This policy will be reviewed annually.

Version History

Version	Changes	Changes by	Approver	Last review	Next review
1	Policy created	M.Bicknell (HR Manager)	G.Mortensen (Director)	31 Mar 2023	31 Mar 2024