

Supplier Code of Conduct and Ethics

Matariki Forestry Group

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A Message to our Valued Suppliers

Matariki Forestry Group (MFG)[1] is committed to conducting business responsibly, ethically, and in compliance with all applicable laws and regulations in every country in which we do business. We strive to meet these obligations in good faith and to conduct our operations in accordance with our core values, acting with integrity, respect and the highest ethical standards, while fostering safe and responsible business practices that protect and support our customers, suppliers, employees, the environment, and the communities in which we operate. Our culture is guided by the values illustrated below.



Application of the Code

Our Suppliers, together with our social licence to operate in New Zealand and elsewhere, are critical to our success. We seek to establish relationships with suppliers who share our commitment to high ethical standards. This Code applies to all suppliers, contractors and agents of MFG, including their employees, subcontractors, representatives and any other third parties engaged to provide goods or services to, or otherwise act on behalf of, MFG (together, "Suppliers"). Suppliers must comply with this Code and ensure that those working for them understand and follow its requirements when conducting business with, or on behalf of, MFG.

Compliance with Laws, Regulations, Codes and Rules

MFG will comply fully and in good faith with the laws of the countries in which MFG and its affiliates operate. Suppliers must comply with all applicable laws, regulations, codes and rules relevant to their work for, and on behalf of, MFG, including those relating to employment, trade, anti-bribery and corruption, human rights, environmental protection, and health and safety. Suppliers must also comply with any applicable MFG policies, standards, procedures and contractual requirements communicated to them. Where there is a difference between local law, MFG requirements and this Code, Suppliers must meet whichever standard is higher. MFG reserves the right to decline to engage with, or continue to engage with, any Supplier that does not comply with applicable legal requirements or this Code.

Trade and Export Compliance

Suppliers must follow all national and international trade and business laws that apply to their activities, including customs, export and competition laws where relevant. Suppliers must conduct business ethically and responsibly, maintain appropriate compliance controls, and ensure that their employees, subcontractors, and business partners understand and adhere to these requirements. Suppliers should proactively identify and manage compliance risks and cooperate with any reasonable requests for information relating to legal and regulatory compliance.

Anti-Corruption

MFG has zero tolerance for all forms of bribery, corruption, and improper payments. Suppliers shall not make, authorise, or offer any bribes, kickbacks, or payments of money or anything of value to anyone, including officials, employees, or representatives of any government or public or international organisation, or to any other third party (public or private sector) for the purpose of obtaining or retaining business, or influencing any other favourable business decision, that is related in any way to MFG. This includes giving money or anything of value to anyone when there is reason to believe that it will be passed on to a government official or the decision maker at a customer or potential customer’s company for this purpose. Suppliers must comply with all applicable local anti-bribery laws in the jurisdictions where they operate

Gifts and Entertainment

Business decisions must be made fairly and must not be influenced by gifts, hospitality or personal benefits. Suppliers must not offer, give, ask for or accept anything of value that could influence, or appear to influence, a decision involving MFG.

Gifts, meals, hospitality and event invitations involving MFG employees must be reasonable, occasional and related to a genuine business purpose. They must not be used to seek favourable treatment or gain an unfair business advantage.

MFG does not tolerate any attempt by a Supplier or an MFG employee to improperly influence a business decision or to secure preferential treatment for a particular Supplier.

Employment Practices

MFG complies with all applicable employment laws and is committed to fair labour practices. Suppliers must be committed to upholding human rights, treating employees with dignity and respecting international human rights law. We expect our suppliers to:

- Comply with all relevant labour laws in the countries where they operate.
- Provide fair working conditions and a workplace that is free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination.
- Support the protection of internationally proclaimed human rights, fight forced labour (including modern slavery and human trafficking) and child/ school-aged labour.
- Uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.
- Enable employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.

Modern Slavery

MFG is committed to preventing worker exploitation and modern slavery in its operations and supply chain. MFG expects its partners and Suppliers to uphold the same standards and take appropriate checks and corrective action where risks or concerns are identified or reported to support ethical business conduct.

The term Modern Slavery refers to severe forms of worker exploitation, including forced labour, trafficking in persons, debt bondage, servitude, deceptive recruiting, child/school-aged labour, and severe exploitation of migrant workers.

Suppliers are required to read, understand and act in a manner that is consistent with the MFG policy on Modern Slavery on the Matariki Forests website.

Health and Safety

MFG care about our people's safety and well-being. We expect our Suppliers to:

- Provide a safe and healthy working environment that supports product and service quality, consistent operations, and employee well-being.

- Provide appropriate training for their employees.
- Identify operational hazards and risks and apply effective controls to keep the workforce safe.
- Work cooperatively with other parties on safety matters at all work sites.
- Provide MFG with evidence of health and safety compliance when requested.
- Strive for continuous improvement in Health & Safety.

Environmental Responsibility and Sustainability

MFG's success depends on a continued commitment to the principles of environmental and economic sustainability – growing, maintaining and harvesting healthy forests that will enable us and the communities we live in to prosper well into the future. We seek to do business with suppliers who share our commitment to sustainable business practices. Suppliers must comply with all applicable environmental rules, regulations and laws in the countries where they do business.

Indigenous Peoples and Cultural Heritage

Suppliers must respect the rights, interests, values and cultural heritage of Indigenous Peoples and local communities. Suppliers operating on land managed by or on behalf of MFG shall:

- Respect Māori customary rights and cultural values.
- Avoid damage to sites of significance, wāhi tapu and culturally important areas.
- Engage respectfully with affected iwi and hapū where required.
- Support MFG's commitments under FSC certification and applicable legal obligations

Confidentiality, Privacy & Information Security

Suppliers must protect MFG's confidential, proprietary and personal information from unauthorised access, use, disclosure, loss or misuse, and handle it only for authorised purposes in accordance with applicable privacy laws and MFG requirements.

Suppliers must maintain appropriate privacy and information security controls, ensure any third parties handling MFG information meet equivalent standards, and promptly notify MFG of any actual or suspected privacy, data or security incident involving MFG information.

Monitoring and Assurance

Suppliers are expected to maintain appropriate records and, upon request, provide reasonable information and evidence to demonstrate compliance with this Code. MFG may, where appropriate, undertake supplier assessments, reviews or audits to support compliance and continuous improvement, and expects Suppliers to cooperate with these activities.

Reporting Concerns

If a Supplier sees, becomes aware of, or reasonably suspects any illegal, unsafe or unethical behaviour that has occurred, is occurring, or is planned in connection with MFG, they should report it to MFG's Ethics Officer.

The Ethics Officer has been designated as a confidential contact to report concerns and provide guidance on issues relating to the Code and MFG's compliance obligations.

Any concerns can be reported to the MFG Ethics Officer: ethicsofficer@matarikiforests.co.nz or if you choose to remain anonymous, you can report your concerns via the "**Reporting of Illegal or Unethical Conduct**" form on the Matariki Forests website.

All reports will be treated confidentially, investigated thoroughly, and addressed promptly in line with MFG's policies and legal obligations.

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