

HEALTH AND SAFETY POLICY



Matariki Forests' commitment to health and safety excellence, as a fundamental business objective, is based on three premises:

1. First and foremost, we care about people and we do not want anybody harmed in our business.
2. We believe that good health and safety performance and good business performance go hand in hand.
3. We will meet our obligations under Health and Safety Legislation, Codes of Practice, and any relevant Standards or Guidelines.

Our commitment to health and safety will be demonstrated by:

- Strong leadership from directors', officers' and employees on all matters related to health and safety.
- A culture of zero tolerance towards unsafe work practice(s).
- Ensuring systems and practices effectively manage risks and support a safe working environment for employees, customers, contractors, sub-contractors and visitors
- Effective engagement, participation, consultation, and feedback processes that promote continuous health and safety improvement.
- Ensuring accident and incident follow-up is proportionate to the actual or potential severity of the event and that learnings from such events lead to stronger controls and reduction of risk.

All accidents are avoidable. With good leadership, support, cooperation and worker engagement and participation, coupled with personal responsibility and accountability, we will together achieve our ultimate goal of no serious injuries or serious work-related illnesses as a result of work done inside our forests and along the supply chain.

Signed by:

A handwritten signature in blue ink, appearing to read "Alistair Brown", written over a horizontal line.

Alistair Brown

Managing Director, Matariki Forestry Group

Date:

1 July 2025