

Supplier
Code of Conduct and Ethics



A MESSAGE TO OUR VALUED SUPPLIERS

Rayonier Matariki Forests will strive to conduct all operations consistent with our core values and the highest ethical considerations. We will comply fully and in good faith with the laws of all countries in which we do business. We will strive to follow business practices that are safe for our customers, suppliers, employees, the environment and the communities in which we operate. Our culture is guided by our values, which are illustrated below:



Our suppliers are, along with our social licence to operate in New Zealand and elsewhere, critical to our success and we strive to establish relationships with suppliers who maintain a commitment to high ethical standards. Rayonier Matariki Forests expects all of its suppliers and all of their employees, agents and subcontractors, to follow our high ethical standards set forth in this Code while they are conducting business with us or on our behalf.

Compliance with Laws and Regulations

Rayonier Matariki Forests will comply fully and in good faith with the laws of the countries in which the Company and its affiliates do business. We expect our suppliers to comply with all applicable laws, including laws relating to employment, trade, bribery, human rights, the environment, and health and safety. Rayonier Matariki Forests reserves the right to decline to deal with any supplier who does not comply with the law.

Health and Safety

Rayonier Matariki Forests is committed to the health and safety of our employees and suppliers and customers. We expect our suppliers to:

- Comply with all applicable health and safety regulations.
- Identify and address any actual or potential health and safety hazards associated with operations.
- Make continuous efforts to achieve a workplace that is free from work-related injury and illness.

Sustainability

Rayonier Matariki Forests 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. We expect our suppliers to comply with all applicable environmental rules, regulations and laws in the countries where they do business.

Employment Practices

Rayonier Matariki Forests complies with all applicable employment laws and is committed to fair labour practices. 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 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.

Anti-Corruption

We expect our suppliers to prohibit all types of bribery, corruption, and improper payments. Suppliers and customers should comply with all anti-corruption laws in the jurisdictions where they operate including the U.S. Foreign Corrupt Practices Act.

Trade Laws

We expect our suppliers to abide by all applicable national and international trade laws and regulations including, but not limited to, antitrust/ Competition, trade controls, and sanction regimes.

Modern Slavery

Rayonier Matariki Forests considers that the exploitation of people, particularly through such means as people trafficking, slavery and similar practices is repugnant and will not be tolerated in any part of its business supply chain. Suppliers are required to read, understand and act in a manner that is consistent with the Rayonier Matariki Forests policy on Modern Slavery <https://www.matarikiforests.co.nz/corporate-governance/>

Gifts and Entertainment

We expect that all business transactions on Rayonier Matariki Forests behalf will be at arms-length and free of outside influence. For this reason, our employees may not offer or accept gifts or other gratuities that could be perceived as influencing them to favor any person doing business or seeking to do business with Rayonier Matariki Forests.

Confidentiality

We require our suppliers and customers to make every effort to safeguard confidential information against unauthorized disclosure. Suppliers should immediately report unauthorized disclosures to Rayonier Matariki Forests.

Reporting Concerns

Suppliers who know or have grounds for suspecting that any illegal or unethical conduct has occurred or is planned by anyone in connection with Rayonier Matariki Forests are expected to report it to Rayonier Matariki Forest's Ombudsman. This can be done via the Rayonier Matariki Forests web site (www.matarikiforests.co.nz) under the Corporate Governance section. The Ombudsman has been designated as a confidential contact to report concerns and provide guidance on issues relating to the Code and the Company's compliance obligations.

Reports, which may be made anonymously, will be treated confidentially to the fullest extent allowed by Rayonier policy and the law. All reports will be taken seriously and investigated thoroughly and in a timely manner.