

FSC CORE LABOUR REQUIREMENTS POLICY STATEMENT

John Sands Australia Ltd and John Sands (NZ) Ltd has ensured its operations meet all of the FSC core labour requirements. These include:

- The prohibition on the use of child labour, except in identified circumstances:
 - We know and understand the statutory legal minimum ages of employing children in each State and Country of our operation, and the school leaving age and any other conditions that apply.
 - Those under 18 only conduct hazardous or heavy work within the context of an approved apprenticeship or traineeship; and
 - We ensure that at all times any person employed between the ages of 15 and 18 are paid according to the relevant modern award/EBA/min wage and that such employment is not harmful to their health or development.
- The prohibition on all forms of forced labour:
 - We do not restrict workers, withhold funds for payment of obligations (unless required by law – e.g., Child Support payments), withhold passports or identification documents from them.
 - All employees are recruited into roles and paid minimum rates as prescribed by the relevant modern award/EBA/min wage.
 - All employees are verified to have the right to live and work in Australia and NZ under the relevant visa, residency or citizenship requirements.
- Ensuring our workplace is free from all forms of discrimination:
 - We strive to have a diverse workforce in terms of age, ethnicity, gender and other characteristics.
 - When recruiting for roles, we select the best candidate for the role without discrimination.
 - We ensure all employees are presented with equal opportunity to apply for other internal roles, promotion, salary increase and advancement.
 - We maintain a strict anti-discrimination policy in compliance with Australian and NZ Law.
- Allowing our workers, the right to Freedom of Association and Collective Bargaining.
 - We comply with the provisions of the Fair Work Act 2009 and NZ Employment Relations Act 2000 in relation to Freedom of Association and Collective Bargaining and the other general protections afforded in Australia and NZ.
 - Employees have the right to join or refuse to join a worker organization, without sanction or undue influence.

- Employees have the right to be represented by a registered industrial organization in accordance with the Acts.
- Employees have the right to bargain collectively and participate in industrial activity in accordance with the Acts.
- In all circumstances, we have implemented whichever is the highest requirement - whether it be Australian Law, NZ Law or the FSC Standard into our operation. To ensure compliance, we have completed a self-assessment and keep records to demonstrate compliance. The implementation of our commitment is then independently audited by our Certification Body annually.

Reviewed by P&C / FSC Committee / LT Team June 2025

Displayed on the company intranet with a soft copy filed in the Q Drive/FSC/FSC Core Labour Requirements Policy Statement