

GREEN RESOURCES AS
STAKEHOLDER AND COMMUNITY RELATIONS POLICY
REVISED MAY 2019

Preamble

Green Resources recognizes that the scale of its operational activities will inevitably impact our stakeholders and host communities. The company aims to make a lasting, positive contribution to the countries and communities in which we operate through mutually beneficial relationships and understanding and maximising the positive influence we can have on local development.

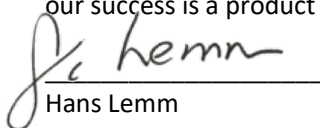
Policy

To achieve this, Green Resources will implement applicable social requirements and labor procedures according to relevant national and international laws, conventions, treaties and social agreements on a local level. The company will subscribe to the requirements of international best practice standards including the FSC™ Principles, IFC Performance Standards and the ILO Core Labor Standards with regards to stakeholder and community relations management. The Company will operate according to the following principles and will monitor its performance in respect of these:

- **Community:** The company will carry out social impact assessments of its activities and seek to avoid, prevent, mitigate and, where appropriate and possible, remediate such impacts in our quest for delivering a positive contribution through programs and initiatives. To contribute within the scope of our capabilities to improving economic, environmental and social conditions through our business activities, we will facilitate open dialogue with stakeholders and participate actively in common efforts to support social progress. The company will aim to assist local communities in their development and will permit the use of Non-Timber Forest Products by the local community when it can be shown to be sustainable and adequately regulated.
- **Employee Consultation and Communication:** To facilitate regular consultation with all employees to address areas of concern. To respect the right of all personnel to form and join trade unions of their choice and to bargain collectively. To ensure that representatives of personnel are not the subject of discrimination and that such representatives have access to their members in the workplace. Employees will be treated fairly and will be protected from arbitrary dismissal through disciplinary hearings and the right to representation. In case of termination employees will be entitled to the legally prescribed benefits as well as any other benefits described in the Staff Handbook.
- **Human Rights and HIV/AIDS:** We recognise that effective social performance is intrinsically linked with respect for human rights. Without exception, we will respect and protect the human rights, livelihoods, culture, beliefs and heritage of our host countries and communities in line with the Universal Declaration on Human Rights. The company will treat employees fairly in terms of recruitment, progression, terms and conditions of work and representation, irrespective of gender, ethnicity, disability, political opinion, sexual orientation, age religion, social origin or HIV/AIDS status.

We Are Our People.

As a business we recognize and appreciate the value that our people bring to us as an organization. We therefore will strive to keep and put our employees, host communities and other stakeholders first always as our success is a product of our joint collective effort.

A handwritten signature in black ink, appearing to read "Hans Lemm", is written over a horizontal line.

Hans Lemm

Chief Executive Officer