

GREEN RESOURCES AS  
HUMAN RESOURCES MANAGEMENT POLICY  
REVISED MAY 2022

### Preamble

Green Resources strives to be an employer of choice in the African Forestry Industry. The company works to foster an atmosphere of mutual trust, mutual benefits, harmony and respect amongst our employees, contractors and the customers we serve. The aim is to create, develop and lead highly motivated competent teams who have appropriate skills within long term sustainable employment opportunities.

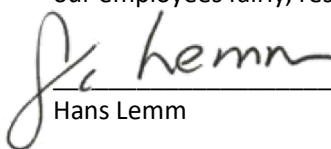
### Policy

To achieve this, Green Resources will implement applicable labor and human resources management procedures according to relevant national and international laws, conventions, treaties and social agreements on a local level. The company will work towards full compliance to the requirements of international best practice standards including the FSC™ (FSC C106074 & C160538 in Uganda, C015169 in Tanzania, and C107952 in Mozambique) Principles, IFC Performance Standards, the ILO Fundamental Conventions and the UN Declaration of Human Rights related to labor and human resources management. The Company will operate according to the following principles:

- **Labor and Working Conditions:** We commit to ensuring the availability and implementation of Human resources policies, procedures and practices that are designed to ensure the delivery of the best outcomes for our business and our people. We comply with applicable legislation and through consultation with employees and employee representative groups promote fair pay, working hours and conditions in a safe working environment.
- **Workers' Organizations and Trade Union Membership:** Employees are free to exercise choice in whether to take up membership of the relevant trade union that represents their category of employment. There will be non-discrimination against those who organize and no person may coerce an employee to join or not join a registered trade union as outlined in Conventions 87 and 98 of the International Labor Organization (ILO).
- **Non-Discrimination and Equal Opportunity:** We commit ourselves to Fair selection and recruitment of high-quality people, coupled with Training, tools and opportunities for advancement. There will be consideration of alternatives and mitigation in case of retrenchment. The company will foster a strong diversity and inclusion culture within our workforce.
- **Grievance Mechanism:** The company will report, record and respond to staff grievances in accordance with defined procedures. There will be transparent processes for receiving and resolving worker complaints with no retaliation or discrimination
- **Modern Slavery and Child Labor:** The company will not subscribe to any forms of modern slavery and child labor. We uphold the freedom of movement, and freedom to resign.

### Team Work Makes the Dream Work.

As a company our goal is to be consistent and fair to all our stakeholders. We therefore will strive to treat all our employees fairly, respect their dignity, well-being and diversity.

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

Hans Lemm

Chief Executive Officer