

## Business Ethics Policy – 2023

**Excellence Logging** is committed to developing and sustaining irreproachable ethical behaviour in every country in which we conduct business.

**Our goals** are to actively contribute to the economic development of the countries where we operate through recruiting and training local staff, to ensure that our business decisions and actions always comply with applicable laws, regulations, and practices as well as our own Standards, and to always deal fairly and honestly with all stakeholders and address diversity and inclusion.

**Company Management** holds the responsibility to ensure the requirements of this policy are communicated, understood, and applied to all employees, contractors, suppliers, consultants, and temporary staff of Excellence Logging, who must respect this policy and are safe to speak up without fear of retaliation. In addition to established financial systems of internal control, relevant non-financial aspects will also be monitored.

**Our objectives** are to maintain a permanent awareness of the specific processes and associated risks applicable for embargoed countries, to avoid bribery and conflict of interest in any form, to anticipate and protect employees, partners, vendors, and the company from illegal or damaging actions, act against modern slavery, child labor and human trafficking, to never solicit or maintain business through illegal ways, to act immediately if this policy is violated, to govern and manage sustainability issues when engaged in business partnerships including joint ventures operated by the company or by others, and to consider advocacy and lobbying on sustainability issues in a fair manner.

Only by adhering individually to the highest legal, moral, and ethical standards can the Company progress and maintain the respect of all stakeholders. Everyone is encouraged to identify risks and opportunities. We are determined to provide the necessary resources to achieve our goals and will support initiatives for continuous improvement of the Excellence Logging Integrated Management System (IMS).

John LECHNER  
Chief Executive Officer  
Excellence Logging

