

Business Ethics Policy

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, particularly through recruiting and training local staff; ensure that our business decisions and actions always comply with applicable laws, regulations, and practices as well as our own Standards; and deal fairly and honestly with all stakeholders.

Company Management holds the responsibility to ensure the requirements of this policy are communicated, understood, and applied. All employees, contractors, suppliers, consultants, and temporary staff, working for Excellence Logging must respect this policy.

Our Requirements are to maintain a permanent awareness of the specific processes and associated risks applicable for embargoed countries; avoid bribery and conflict of interest in any form; anticipate protecting employees, partners, vendors, and the company from illegal or damaging actions; never solicit or maintain business through illegal ways; act immediately if the ethical code is broken.

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 Operating Management System (OMS).

John LECHNER
Chief Executive Officer
Excellence Logging

