

## Improper Payment 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; make sure our business decisions and actions comply at all times with applicable laws, regulations and practices as well as our own Standards; deal with all stakeholders fairly and honestly and with integrity and respect.

**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 conduct our business in compliance with our Code of Conduct, which includes compliance with anti-bribery and corruption legislation such as the US Foreign Corrupt Practices Act 1977 ("FCPA"), the UK Bribery Act 2010 ("BA") and similar laws applicable to our activities in every country in which we operate. This prohibits the payment, without exception, of facilitation or expediting payments to speed up or otherwise ensure routine government action such as customs inspections, visa processing, and the like.

Only by adhering individually to the highest legal, moral, and ethical standards can the Company progress and maintain the respect of all. **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 Management System (OMS).

John LECHNER  
Chief Executive Officer  
Excellence Logging

