

## Health & Safety Policy

**Excellence Logging** is committed making all necessary arrangements in the countries where we operate to conduct our business in a way that both protects the Occupational Health and Safety (OH&S) of people and maintains a clean and safe work environment, in accordance with our ESG charter,

**Our goals** are to prevent work-related accidents and illnesses; fully respect all applicable local legislation and regulatory requirements; minimize or suppress Health and Safety risks associated with our activities; enhance involvement of Excellence Logging Management in H&S activities; and consult with employees on H&S matters.

**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 working for Excellence Logging.

**Our objectives** are to carry out evaluations of risks; identify appropriate measures to be implemented; communicate mitigation steps to those persons that could be impacted; communicate assessed risks to appropriate management levels; empower every individual to intervene if there are any concerns that H&S are being jeopardized; deliver programmes to continue increasing H&S competence levels within all layers of the organisation; build a positive safety culture across the organisation through development and implementation of safety programmes; review our key Standards to continue improving in H&S; and comply with all relevant H&S standards in the countries where we operate.

**Health and Safety values will not be compromised.** No job is so important, and no task so urgent that the necessary steps and preparations cannot be taken to perform safely. 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

