



Equal Employment Opportunity Policy

Bunbury Fibre Plantations is committed to creating and maintaining equal opportunity at its workplaces.

Bunbury Fibre Plantations will foster tolerance in the workplace. It will promote the prevention of discrimination and harassment including but not limited to gender, race, marital or family status, age, sexual orientation, disability, religious or political beliefs.

To achieve these aims, Bunbury Fibre Plantations will:

- Ensure all employees, contractors, consultants and visitors are educated in their individual and corporate responsibilities and rights relating to equal opportunity.
- Ensure that all managers support this policy and be responsible for upholding these objectives within their area of responsibility.
- Ensure that all employment and workplace practices are based on fairness and equity and are free from discrimination and harassment.
- Investigate and endeavour to resolve all complaints of discrimination and harassment.
- Regularly review equal opportunity

Bunbury Fibre Plantations shall ensure it meets all its legal obligations in respect to National Legislation and that of the International Labour Organisation

A handwritten signature in black ink, appearing to read "Tomoharu Kurohawa".

Tomoharu Kurohawa

Director 7 1 6 1 2 0 1 8

A handwritten signature in black ink, appearing to be the Japanese name "Yasuhiro Yamano".

Yasuhiro Yamano

Director 7 1 6 1 2 0 1 8