



## INDEPENDENT TIMBER MERCHANTS CO-OPERATIVE LIMITED

### FSC® CORE LABOUR REQUIREMENTS POLICY (FSC-C196134)

August 2025

#### STATEMENT OF PURPOSE

Rangiora Building Supplies Limited “ITM Rangiora”, recognises the importance of upholding ethical labour standards throughout our operations. This Core Labour Policy reflects our commitment to align with FSC® (Forest Stewardship Council®) requirements on labour practices and human rights within our operations. It is important to note that a substantial portion of the FSC® labour requirements align with New Zealand's Employment Relations Act, 2000, which we fully embrace as responsible citizens and employers.

#### POLICY

##### 1. Labour Rights and Principles

- 1.1 **Freedom of Association and Right to Collective Bargaining:** ITM respects the right of our employees and workers in our supply chain to form or join trade unions or worker associations of their choice. We support the right to collective bargaining to negotiate fair employment terms and conditions.
- 1.2 **No Discrimination:** We do not tolerate discrimination based on race, gender, religion, age, disability, or any other protected status. We provide and measure equal opportunities and fair treatment to all individuals in our employ and in our supply chain.
- 1.3 **Child Labour:** ITM strictly prohibits the use of child labour in any aspect of our operations. We adhere to all applicable laws and regulations regarding the minimum age of employment.
- 1.4 **Forced and Compulsory Labour:** We do not engage in, support, or tolerate forced or compulsory labour, including bonded labour, human trafficking, or any form of modern slavery. All employment is voluntary and free from coercion.

##### 2. Employment Conditions

- 2.1 **Wages and Benefits:** ITM provides employees with fair and competitive wages, benefits, and working conditions that meet or exceed applicable legal requirements and industry standards.
- 2.2 **Working Hours:** We ensure that working hours comply with New Zealand laws and regulations. Overtime work is voluntary, compensated fairly, and limited to reasonable levels.
- 2.3 **Health and Safety:** We are committed to providing a safe and healthy working environment for all employees. We identify and mitigate workplace hazards, and we encourage employees to report safety concerns without fear of reprisal.

By adopting this FSC® Core Labour Policy, ITM reaffirms its dedication to ethical labour practices and upholding the principles of responsible forestry management.

This policy shall be reviewed annually and be made available to stakeholders, ITM staff, FSC® accredited certification body and other interested parties as deemed appropriate.

<b>Revision History</b>	<b>Version:</b>	V1
	<b>Authorised by:</b>	
	<b>Last Reviewed:</b>	
	<b>Next Review due:</b>	August 2026