



At IWD (Independent Wholesale Distribution), we are committed to upholding the highest standards of social responsibility and respecting the rights of workers throughout our supply chain. As part of our dedication to sustainable and ethical practices, we recognize the importance of adhering to the Core Labour Requirements set forth by the Forest Stewardship Council® (FSC®). 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.

### **1. Child Labour**

IWD strictly prohibits the use of child labour in any of our operations or within our supply chain. We adhere to all applicable laws and regulations regarding the minimum age for employment and will not knowingly engage in or support any form of child labour.

### **2. Forced Labour**

IWD does not tolerate forced or compulsory labour in any form. We are committed to ensuring that all work is voluntary, and workers are free to leave their employment at any time.

### **3. Freedom of Association and Right to Collective Bargaining**

Freedom of Association: IWD respects the right of all workers to freely associate and join trade unions or other worker organizations of their choice, without fear of intimidation, harassment, or retaliation.

Right to Collective Bargaining: We recognize the right of workers to engage in collective bargaining with their employers to negotiate terms and conditions of employment. IWD is committed to engaging in good faith negotiations with workers' representatives to address workplace issues and promote fair and equitable treatment of all workers.

### **4. Non-discrimination and Equal Opportunities**

IWD prohibits discrimination in any form, including but not limited to discrimination based on race, ethnicity, gender, age, religion, disability, sexual orientation, or any other characteristic protected by law.

We are committed to providing equal opportunities for all workers, including recruitment, hiring, training, promotion, and compensation, based on merit and qualifications.

This policy shall be reviewed annually and made available to stakeholders, IWD employees, FSC® accredited certification bodies and other interested parties as deemed necessary.

16<sup>th</sup> September 2024