

REX BUSINESS MANAGEMENT SYSTEM (R-BMS) POLICY



Preamble

Rex Forestry Ltd is committed to responsible forestry, safe and healthy work, environmental stewardship, ethical conduct and mutually beneficial relationships with employees, contractors, communities and other stakeholders. The Rex Business Management System (R-BMS) is our integrated framework for managing these business, occupational health and safety, environmental, social, ethical and operational responsibilities, controlling risk and strengthening long-term performance and resilience.

Policy

Rex Forestry Ltd shall establish, implement, maintain and continually improve an R-BMS appropriate to the purpose, context, nature and scale of its forestry and wood-processing activities. We shall meet applicable legal, permit, contractual and other subscribed requirements and progressively align our practices with ISO 14001, ISO 45001, the FSC Principles and Criteria, applicable IFC Performance Standards, relevant World Bank Group Environmental, Health and Safety Guidelines and ILO core labour principles.

Through the R-BMS, we commit to:



Lead with accountability

In how we think, decide and act: take ownership, act with integrity, learn, improve and deliver disciplined, responsible performance. Leaders shall assign clear responsibilities and authorities, provide adequate resources and set the example expected of employees and contractors.



Respect people, communities and legitimate rights

By upholding internationally recognised human and labour rights; prohibiting forced and child labour, discrimination, harassment and retaliation; engaging inclusively and in culturally appropriate ways; respecting legitimate land, tenure and customary interests; and maintaining accessible grievance channels.



Meet our compliance obligations

By identifying, communicating and periodically evaluating applicable laws, permits, contractual commitments, certification requirements and other obligations, and by correcting noncompliance promptly and transparently.



Conduct business ethically and responsibly

Through honesty, fairness and zero tolerance for bribery, corruption and improper influence; effective management of conflicts of interest and confidential information; trusted Speak Up arrangements; and proportionate due diligence and expectations for contractors, suppliers and business partners.



Provide safe and healthy work

By eliminating hazards and reducing occupational health and safety risks; consulting workers and enabling their participation; providing competent supervision, information, training, welfare and suitable equipment; and maintaining effective emergency preparedness and response.



Manage risks and operations systematically

By considering our context and interested parties; identifying material risks, opportunities and significant environmental and safety aspects; applying appropriate operational controls; maintaining competent people and reliable records; and preparing for foreseeable incidents and emergencies.



Protect the environment

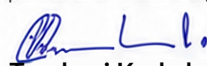
And use resources responsibly by preventing pollution, managing waste and emissions, improving energy and resource efficiency, conserving water, soil, biodiversity, High Conservation Value areas and sensitive ecosystems, and strengthening climate mitigation, adaptation and operational resilience.



Set objectives, measure performance and continually improve

Through measurable targets, consultation, inspections, monitoring, incident learning, corrective action, audits and management review; reporting material performance to management and communicating relevant outcomes to interested parties.

Effective implementation of the R-BMS is the responsibility of everyone working for and on behalf of Rex Forestry Ltd. Management shall lead by example, make this Policy available to relevant interested parties and hold the organisation accountable for these commitments.


Tonderai Kachale
General Manager

