

COMMUNITY AND STAKEHOLDER RELATIONS POLICY



Preamble

Rex Forestry Ltd recognizes that the scale of its operational activities will inevitably impact our stakeholders and host communities. The company aims to make a lasting, positive contribution to the countries and communities in which we operate through mutually beneficial relationships and understanding and maximizing the positive influence we can have on local development.

Policy

To achieve this, Rex Forestry Ltd will implement applicable social requirements and labor procedures according to relevant national and international laws, conventions, treaties and social agreements on a local level. The company will subscribe to the requirements of international best practice standards including the FSC™ Principles, IFC Performance Standards and the ILO Core Labor Standards with regards to stakeholder and community relations management.

The Company will operate according to the following principles and will monitor its performance in respect of these:

- Engage pro-actively with all stakeholders to ensure that the Company is listening to, learning from and considering their views as it conducts its business.
- Support all cultural values and respect local customs.
- Operate sensitively in the communities of which we are part and maintain good relations.
- Creating economic opportunity and have a positive impact on the local communities in which the Company operates.
- Ensure community participation in its project development and contribute to community development through Company funded development projects.
- Ensure that all community development activities affect those in the local vicinity of Company operations. All development projects are at the discretion of the Company, all projects will have consistent design and branding.
- Work with a select group of relevant development organizations to maximize positive impact.
- Provide a grievance mechanism whereby all stakeholders can voice any concerns anonymously or without fear of reprisal, the grievance mechanism has multiple communication channels to ensure inclusiveness, particularly for vulnerable groups.

As a business we recognize and appreciate the value that our people bring to us as an organization. We therefore will strive to keep and put our employees, host communities and other stakeholders first always as our success is a product of our joint collective effort.

Tonderai Kachale

General Manager

