

	HUMAN RIGHTS POLICY	0100-005-01E
	ESG	CHIEF COUNTRY OFFICER

## OBJECTIVE

This document is Forest First Colombia S.A.S.' (FFC) policy on human rights relating to all operations of FFC and applies to employees and contractors in order to promote, adhere and respect international standards regarding human rights. We strive to ensure that human rights violations do not take place throughout our supply chain.

Sustainability is core to our business and a strategic priority for FFC. We seek to balance economic growth with a positive impact on communities and the environment. We base the development of our forestry operations on four key elements: **living, breathing, growing, and learning**.

We strive to conform with IFC Performance Standards. Importantly, FFC is employing internationally recognized forest management practices and we will achieve independent certification to the Forest Stewardship Council's Principles and Criteria for Forest Management and Chain of Custody certification for our products. Our carbon products will be certified to internationally recognized standards including the Verified Carbon Standard (VCS) certification.

## POLICY

We conduct business and operations consistent with universal principles of human rights, which is a corporate standard of behavior applicable to all of our activities.

We respect and support protection of the principles established in the UN Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

We do not tolerate violations of human rights committed by our employees, affiliates, contractors or any third parties acting on our behalf or related to any aspect of our operations.

We are committed to ensure a safe and healthy workplace articulating adequate measures to avoid accidents and reduce risks.

We are committed to promote workplace equality and endeavor to eliminate all forms of discrimination of origin, religion, disability, gender, sexual orientation, political affiliation, race, and age and we have established a mechanism to prevent and attend grievances related to this.

We undertake our operations in compliance with national law and international regulations related to child labour. We prohibit the use of forced and child labour in our operations and operations developed by contractors or suppliers.

Developed by: J. Vargas	Approved by: T. Pachon	Version No. 01	Review Date: 09/2020
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We are committed to pay all employees and contractors fairly. We will enforce working hours aligned with national regulations and payment including all social benefits and statutory bonus contribution.

We respect the freedom of expression and right to associate of our employees and contractors, including their right to establish and to join organizations of their own choosing to bargain collectively and advance their occupational interests without our previous authorization or unreasonable interference.

We respect the human rights, values, traditions, culture, politics, and livelihoods of the surrounding communities as well as of indigenous people located in the region. We develop our activities to avoid, minimize, or compensate any negative impacts

We are committed with the local communities and other stakeholders affected by our operations to create and maintain transparent relationships built on mutual respect and trust.

We established and maintain a grievance mechanism for human rights complaints to be reported and addressed without any prejudice to the aggrieved person(s).

We will thoroughly and fairly investigate all issues raised to ensure that the person or party raising such an issue will be provided with the FFC response and if necessary, the relevant section of the policy and procedure will be amended

We are committed to divulgate, implement, and periodically update this policy, as well as to report objectives, goals and indicators derived from this.

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