



Social and Environment Compliance Policy Statement

Solaris Paper's Social and Environment Compliance Policy outlines our responsibilities to the communities in which we live and work, and to protect our environment by minimising impacts from our operations, and those of our suppliers and other third-party vendors. Solaris Paper commits to respecting local and international social compliance and environmental principles aimed at promoting and protecting human rights and the environment.

Social Compliance & Modern Slavery Responsibilities

Child labour and illegal, abusive or forced labour have no place in our operations and the operations of suppliers or other third-party vendors of Solaris Paper (including associated Companies). In addition to requiring compliance with local laws and regulations, Solaris Paper prohibits the use of forced or compulsory labour in the manufacture of our products and product components.

Solaris Paper is keenly aware of the perils of modern slavery, especially in highly globalized and opaque supply chains. We are deeply committed to playing our part to prevent any form of modern slavery in our operations, and across our supply chains.

Protection Against Child Labour Neither Solaris Paper nor our Suppliers shall employ any person under the age of 15. If local law sets minimum age lower, though, in accordance with developing country exceptions under the International Labour Organization Convention 138, the lower age will apply.

Prohibit Forced Labour and Abuse of Labour Prohibit physical and mental abuse of employees as a form of discipline and prohibit the use of all forms of forced labour, including forced prison labour, indentured labour, bonded labour or slave labour and the human trafficking associated with such abuses.

We require our suppliers to actively participate in bettering communities in which they develop and manufacture the product, including operating in full compliance with relevant universal human rights in all dealings with employees.

Environmental Compliance Responsibilities

Solaris Paper is committed to operating business in a way that protects the environment and promotes the sustainable use of natural resources. Our corporate-wide sustainability programs help us reduce environmental impacts from our operations, products and services, manage environmental risks and pursue sustainability initiatives such as reducing waste and promoting recycling.

Solaris Paper commits to:

- Complying with all relevant and local and national environmental legislation and regulations
- Strive for continuous environmental improvement in all its operations, including waste, energy management, and the management of hazardous substances and emissions
- Exclusively purchase wood fibre from pulp making operations that are from sustainably managed forestry sources (internationally certified suppliers) which conserve areas of outstanding habitat and operate in harmony with local communities. All Solaris imported pulp products are subject to the due diligence regulations under the "Illegal Logging Prohibition Act"
- Ensure employees are properly trained and aware of their responsibilities and how they can have a positive influence of the Company's performance



Our expectations of our Suppliers:

- Demonstrate a commitment to continued development and improvement in environmental practices of all operations, including continuing efforts to adopt best practices in the reduction of greenhouse gas emissions
- Operate and source only legal wood fibre for pulp-making operations from sustainably managed forest sources
- Demonstrate a commitment to conservation of important bio-diverse natural habitats

Employees are required to adhere to Company-wide programs, as well as be familiar with and comply with social and environmental laws and regulations that relate to specific work responsibilities.

We regularly assess performance in these areas and develop action plans to ensure compliance with social and environmental requirements. All employees are expected to act as responsible citizens and social and environmental stewards by adhering to laws, regulations and standards concerning the environment.

A handwritten signature in blue ink, appearing to read "Steve Nicholson", is written over a light blue horizontal line.

Steve Nicholson

CEO & President ANZ (Acting)

Solaris Paper Pty Ltd

Policy Issued	1 July 2016
Reviewed	1 March, 2021
Reviewed	15 February 2022