

Code of Conduct and Conflicts Policy

Code of Conduct

All employees agree to:

- ▶ Comply with all legislation and Forestry Codes of practice.
- ▶ Comply with NZIF code of ethics.
- ▶ Immediate bring to attention any unsafe practices.
- ▶ Actively work to ensure wellbeing of all employees, suppliers, clients and stakeholders.
- ▶ Promote sustainable forest management and improve the environmental footprint of all forests managed.
- ▶ Communicate clearly, honestly and regularly with clients, customers, suppliers and stakeholders.
- ▶ Declare any conflicts of interest in writing as soon as they arise.

We should always ask ourselves would we be happy for this to be on our front page?

Conflicts of Interest

As New Zealand is a small place and the forest industry even smaller it is inevitable actual or potential conflicts of interest may occur.


Conflicts of interest could be as a result of, but not limited to:

- ▶ Conflict between clients or suppliers
- ▶ Conflict between employee and client or supplier
- ▶ Conflict between employee and IFS Growth
- ▶ Conflict between company with similar shareholding as IFS Growth and client or supplier
- ▶ Conflict between client and customer

Whenever any employee believes there is a real or potential conflict of interest then they must immediately declare the conflict in writing to their manager. The manager must then declare the conflict with other party (client, supplier, customer). The manager must seek a written reply from the other party acknowledging the conflict and agree how to manage or resolve the conflict.

The agreed management of conflict of interests must be saved on the clients, customers, suppliers and/or staff file.

Policy to be reviewed by management team every year.

Policy approved  Date 10 Sept 2020

Policy to be reviewed by management team September 2021