



Policy Statement for implementing FSC® (FSC-C196134) Core Labour Requirements

Building Connexion Limited, trading as ITM Nelson, henceforth referred to as “the Organisation”, recognises the importance of upholding ethical labour standards throughout our operations.

This Core Labour Policy reflects our commitment to the FSC® (Forest Stewardship Council®) Core Labour Requirements. Many of these requirements are also supported by New Zealand employment legislation and established employment practices.

1. Labour Rights and Principles

1.1 Freedom of Association and Right to Collective Bargaining

The Organisation respects the right of employees to form or join trade unions or worker associations of their choice. We respect the right to collective bargaining in accordance with applicable New Zealand employment legislation.

1.2 No Discrimination

The Organisation does not tolerate discrimination based on race, gender, religion, age, disability, or any other status protected under applicable New Zealand legislation. We provide equal opportunities and fair treatment to employees.

1.3 Child Labour

The Organisation prohibits the use of child labour within its operations and complies with applicable New Zealand laws and regulations relating to the minimum age of employment.

1.4 Forced and Compulsory Labour

The Organisation does not engage in, support or tolerate forced or compulsory labour, including bonded labour, human trafficking or any form of modern slavery. Employment is voluntary and free from coercion.

2. Employment Conditions

2.1 Wages and Benefits

The Organisation provides employees with wages, benefits and working conditions in accordance with applicable New Zealand employment legislation and individual or collective employment agreements.

2.2 Working Hours

Working hours, overtime and associated employment conditions are managed in accordance with applicable New Zealand employment legislation and individual or collective employment agreements.

2.3 Health and Safety

The Organisation is committed to providing a safe and healthy working environment for employees. We identify and manage workplace hazards and encourage employees to report health and safety concerns without fear of reprisal.

This policy will be reviewed and updated as required to ensure it remains current and continues to meet FSC Core Labour Requirements.

The policy will be made available to employees, the FSC accredited certification body and other interested parties as appropriate.

Signed: A P Smart

Name: Alistair Smart

Position: CEO

Organisation: Building Connexion Limited , trading as ITM Nelson

Date: 6 October 2026