



POLICY STATEMENT

Anti-Bribery / Anti-Corruption Policy Statement

PURPOSE

F&W Forestry Services, Inc. ("F&W") is committed to conducting business with honesty and integrity, and to full compliance with the U.S. Foreign Corrupt Practices Act (FCPA) and all other applicable anti-bribery and anti-corruption laws.

POLICY

F&W has zero tolerance for bribery or corruption.

No director, officer, employee, contractor, or agent acting on F&W's behalf may offer, promise, give, request, or accept any payment, gift, or other thing of value to improperly influence a business decision or to obtain or retain an improper business advantage. This prohibition applies to dealings with government officials, customers, landowners, contractors, and any other third party, regardless of the amount involved.

GIFTS AND HOSPITALITY

Reasonable and proportionate business courtesies are permitted only where lawful and transparent, and must never be used to gain an improper business advantage.

REPORTING

Anyone who suspects a violation of this policy must report it promptly to their supervisor or to an F&W Senior Manager. Reports may be made in confidence, and retaliation against a good-faith reporter is strictly prohibited. Violations may result in disciplinary action, up to and including termination, and referral to law enforcement.