STATEMENT OF COMMITMENT

F&W Commitment to Comply with Legal Requirements

Original: December 26, 2022

INTRODUCTION

F&W Forestry provides forest management that respects all national and local laws and administrative requirements. Where forests under F&W Forestry's management are also enrolled in a Forest Certification System (such as FSC, SFI or ATFS), F&W Forestry manages those forests in conformance with the standards and policies of that system.

F&W Forestry is committed to compliance with all legal requirements. This commitment is reflected in F&W Forestry's *Procedures and Practices to Ensure Legal Compliance*, below.

> *Non-F&W Resource Managers commit to compliance with all legal requirements.*

PROCEDURES AND PRACTICES TO ENSURE LEGAL COMPLIANCE

The following procedures and practices are intended to facilitate legal compliance, by providing the means for employees and contractors, commensurate with their responsibilities, to be duly informed about applicable laws and regulations.

- Foresters should familiarize themselves with the legal requirements related to forestry in the regions in which they operate.
- Foresters are encouraged to participate in training related to the legal requirements of practicing forestry in the regions in which they operate. Foresters are encouraged to seek licensing or registration in those jurisdictions where such credentials are required to practice forestry. F&W Forestry will provide time for testing and funds for fees for licensing or registrations. F&W Foresters shall not practice forestry without required credentials. Unlicensed or unregistered foresters may practice forestry under an accepted status in their jurisdiction, such as under the supervision of a licensed or registered forester.

- F&W Forestry will provide training related to the legal requirements of practicing forestry at the Center and Company levels at such venues as the Annual Company Meeting and Center Safety meetings.
- F&W Forestry will post to central locations (at the center or company level) laws, regulations, binding agreements, and other legal requirements relevant to the practice of forestry.
- Work centers should compile lists of laws and regulations relevant to the practice of forestry in their regions of operation.
- Contracts with contractors, timber harvesters, etc. should require compliance with all applicable laws.
- F&W Forestry supports practices intended to prevent illegal and unauthorized activities on forests under their management. Such practices may include clear delineation of boundary lines and monitoring commensurate with need.