

# CHAIN OF CUSTODY POLICY

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Midway Limited is a wood products producer and exporter sourcing resources from tree plantations and natural forest.

The company is committed to supplying quality product in accordance with certified Chain of Custody systems to assure customers and other stakeholders that Midway's products are sourced and manufactured from well managed forests in which high conservation values are protected and wood supply chains are controlled.

Midway's certifications include to Responsible Wood standards (AS4707:2021, AS/NZS4708:2021) for plantation and native forest management and wood supply. Midway is also certified to FSC® Chain of Custody Standard FSC-STD-40-004 (FSC® C109259) and FSC Controlled Wood Standard FSC-STD-40-005 for plantation wood supply.

Midway will do everything reasonable to:

- Support any claims related to the source of forest products with CoC certification;
- Provide assurance of the continuity, integrity and validity of the CoC system and the forest products certified by it; and
- Manage operations to achieve continuous improvement of the CoC system.

Midway will do everything reasonable to avoid the use, sourcing and trading wood:

- Harvested from illegal sources;
- Harvested in violation of traditional and civil rights;
- Harvested in forests where high conservation values are threatened by management activities;
- Harvested from forests where conversion of native forests to plantations or non-forest use occurs;
- Harvested from forests in which genetically modified trees are planted; and
- Harvested in violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
- Midway has in place the requisite policy framework, procedures, guidelines and controls to implement the CoC System.

Staff, sub-contractors and contractors have the appropriate skills, competencies and resources essential to implement and control the CoC System.

The integration of the CoC System with the certified Safety Management System (AS 4801) and Quality Management System (ISO9001) strengthens the commitment to the principles of good management. For all directly employed personnel, sub-contractors and contractors this includes a commitment to:

- Occupational health and safety in the workplace;
- Workplace rights; including:

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- the rights of employees to be a member of any union as per Convention 87 of the UN International Labour Organisation;
- the rights of employees to collectively bargain as per Convention 98 of the UN International Labour Organisation;
- forced labour is not used;
- School-aged workers shall only be engaged where such engagement:(i) complies with legal requirements; and (ii) formally contributes to or does not affect their education; and (iii) is not harmful to their health or development; and
- workers are not denied equal employment opportunities and treatment;
- Workplace training and development; and
- Compliance with applicable OHS and environmental legislation, and social requirements of relevant CoC standards.

Midway has appointed a management representative to implement and maintain the CoC System.

Senior management shall review the effectiveness of the System annually as part of the integrated systems review.

### Policy Authorised by:

Signature:



Signed By:

Tony McKenna

Position Title:

Chief Executive Officer

Date:

26 May 2023