

SOUTH PINE (NELSON) LTD

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SOUTH PINE CORE LABOUR POLICY

April 2026

South Pine Ltd follows all New Zealand relevant legislature for labour relations in New Zealand. However to clarify without doubt :

1. (7.2) South Pine shall not use child labour
2. (7.3) South Pine does not have any forms of forced and compulsory labour.
3. (7.4) South Pine ensures that there is no discrimination in its employment
4. (7.5) South Pine respects freedom of association and the effective right to collective bargaining.

A handwritten signature in blue ink, appearing to be "Darryn Adams", written in a cursive style.

Darryn Adams

South Pine General Manager