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**EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATEMENT**  
(Employment Relations Act, 2007)

**Fiji Pine Group (FPG) of Companies** is committed to a policy of giving equal employment opportunities to all employees and other potential applicants in relation to their recruitment, promotion, transfer, remuneration and conditions of employment, training, working environment, termination and redundancy throughout the course of their employment with the Company. Decisions for all recruitment, selection and determination of promotion will be based on merit and merit alone.

In compliance to Section 75 of the ERA 2007, FPG will treat everyone equally, irrespective of gender, marital status, age, disability, race, colour, ethnic or national origin, religion, political beliefs or membership or non-membership of a Trade Union and places an obligation upon all employees to respect and act in accordance with this policy statement. FPG is committed to providing training for all its employees in applying EEO practices.

FPG is committed to ensuring that all work together collaboratively, understand and adhere to the rules required to achieve this professional standard of workplace relations. In complying with the ERA 2007, FPG values every employee, communities, landowners, customers, clients and contractors. We respect human rights. We respect all FPG employees and their different cultures. We believe that all people are entitled to be treated with compassion, respect, dignity and courtesy.


Workers have the right to fair employment practices including the right to join a trade union in accordance with ERA 2007. We practice Good Faith Collective Bargaining process as per the section 149 of ERA 2007 having long term business sustainability as one of the key considerations. A sustainable business protects jobs and the future of our generations.

Our policy is in accordance with ERA 2007 and other relevant legislations as governed by Fijian Laws.

The above policy statement confirms for the following FSC™ Core Labor Requirements:

1. abolition of child labour,
2. elimination of all forms of forced labour,
3. elimination of discrimination in employment and occupation, and.
4. respect for the freedom and right of workers to associate and the effective recognition of the right to collective bargaining.

  
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Vimlesh Kumar  
Chief Executive Officer

  
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Date