NATIVSTATE

Commitment to People and Communities

FSC Forest Management Group Certificate | SFI® 2022 Forest Management Standard

1. Our Commitment

At NativState, we believe that responsible forest management begins with how we treat people — the landowners who enroll their forests in our program, the staff and contractors who carry out the work on the ground, and the communities and Indigenous Peoples connected to the lands we manage. This policy sets out our commitments to ethical business conduct, legal compliance, and the rights and wellbeing of the people our work affects.

These commitments apply to all NativState operations, staff, and contractors, and to every property enrolled in our certification program, whether certified to the FSC standard, the SFI standard, or both. NativState serves as the Group Entity for its FSC Forest Management group certificate and as the Certified Organization under the SFI 2022 Forest Management Standard, and this policy supports our obligations under both systems.

2. Legal and Regulatory Compliance

NativState complies with all applicable federal, state, and local forestry and environmental laws and regulations on the lands we manage. We maintain access to the laws and regulations that govern our work and operate a compliance system that helps our staff, contractors, and enrolled landowners understand and meet these obligations. When laws change, we update our practices accordingly.

3. Ethical Business Conduct

Our program depends on the trust of landowners, partners, and the public. NativState will not offer, solicit, or accept bribes in money or any other form, and prohibits corruption of any kind in its operations. We comply with, and hold ourselves to a standard that meets or exceeds, all applicable laws regarding bribery and anti-corruption, including the U.S. Foreign Corrupt Practices Act and applicable state law. Employees, contractors, and representatives are expected to report suspected bribery or corruption to management, and every report will be investigated and addressed. This commitment is publicly available and free of charge.

4. Fair Treatment and Workers' Rights

NativState complies with all applicable social laws at the federal, state, and local levels, including those covering civil rights, equal employment opportunities, gender equality, diversity and inclusion, anti-discrimination and anti-harassment measures, workers' compensation, Indigenous Peoples' rights, workers' and communities' right to know, prevailing wages, workers' right to organize, and occupational health and safety.

We also hold ourselves to commitments that go beyond legal minimums. NativState promotes gender equality in hiring, training opportunities, the awarding of contracts, and engagement with landowners and communities. Individuals of all genders who do the same work are paid equally, with consideration of experience, performance, qualifications, skills, and responsibilities. We respect the rights of workers and labor representatives in a manner consistent with the eight core (fundamental) conventions of the International Labour Organization (ILO):

- Freedom of Association and Right to Organize (C87, 1948);
- Right to Organize and Collective Bargaining (C98, 1949);
- Forced Labor (C29, 1930);
- Abolition of Forced Labor (C105, 1957);

- Minimum Age (C138, 1973);
- Worst Forms of Child Labor (C182, 1999);
- Equal Remuneration (C100, 1951); and
- Discrimination in Employment and Occupation (C111, 1958).

These commitments give effect to the principles of the ILO Declaration on Fundamental Principles and Rights at Work and to FSC's core labour requirements and include the freedom to organize and bargain collectively without discrimination or retaliation.

Every workplace in our program should be free from harassment and discrimination. NativState maintains confidential and effective mechanisms for preventing, reporting, and addressing sexual harassment, discrimination, and workplace harassment or bullying. Concerns may be raised confidentially with management without fear of retaliation, and each one will be addressed promptly.

5. Worker Health and Safety

Forestry work carries real risks, and the safety of the people who do it is a priority in every operation. NativState meets or exceeds all applicable federal and local laws covering the health and safety of workers. We maintain safe workplace conditions, require the use of appropriate personal protective equipment, and keep records of injuries and illnesses so we can identify causes and prevent recurrence.

6. Parental Leave

NativState supports employees as they balance work and family. We follow all applicable federal and local laws governing parental leave, and where no such law applies, we provide a minimum of six weeks of leave for parents following the birth of a child.

7. Indigenous Peoples' Rights

NativState recognizes and respects the rights of Indigenous Peoples, whose connections to the lands in our program long predate it. We maintain a program to carry out this commitment: we use available resources and information to identify the Indigenous Peoples whose rights may be affected by our forest management activities; we recognize the established framework of legal, customary, and traditional rights, including the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), federal and state laws and regulations, and treaties, agreements, and other constructive arrangements among governments and Indigenous Peoples; and we train our personnel and contractors so they are competent to fulfill these responsibilities.

On lands enrolled in our FSC group certificate, we additionally uphold the FSC requirements for Indigenous Peoples' rights, including engagement and free, prior, and informed consent (FPIC) where applicable. This policy is publicly available.

8. Communication and Review

This policy is publicly available free of charge, is communicated throughout our organization, and is shared with enrolled landowners, staff, and contractors. We review it periodically and update it as certification requirements and our program evolve.

Endorsement

This policy is endorsed by the undersigned, who has the authority to implement it on behalf of NativState.

Stuart Allen, Founder/CEO

Date: 10-28-2026