



ATOZ WOOD COMPANY SARL

P.O BOX 2099 DOUALA 86, BOULEVARD DE LA LIBERTÉ.

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EMPLOYMENT POLICY STATEMENT

It is the policy of AtoZ Wood Company (AtoZ) to comply with the recommended method of using the chemical products in all working area; to take care of the employee's health and to avoid, control and manage pollution.

AtoZ will take affirmative action to minimize the use of pesticides by all possible means such as IPM (Integrated Pest Management), alternative forest actions or biological control. In all cases. AtoZ will prohibit the use of pesticides containing Persistent Organic Pollutants (POPs) listed by the Stockholm Convention.

AtoZ will inhibit the use of type 1A and 1B (WHO classification) pesticides and other highly toxic pesticides identified in legal and regulatory texts, unless no viable alternatives are available. In the event of force majeure, and in the absence of any other technical alternative and on the basis of a detailed justification, AtoZ will use these products only after informing the Certification Body.

AtoZ will monitor the quantities of products used in the sites. Fertilizers will not be used as an alternative to appropriate soil management and will be applied in a controlled manner so as to minimise environmental impacts.

AtoZ will continue to make this policy understood by employees and all its stakeholders; in order to ensure and maintain a safe and clean working environment.

Any violation of the policy should be immediately reported to Management and serious actions will be taken against violators.

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8/11/2022

City, Date

ATOZ WOOD COMPANY LTD



AtoZ Wood Company

Authorised Signatory