

GREEN RESOURCES AS
SECURITY POLICY
REVISED MARCH 2024

Preamble

Green Resources AS ('GRAS') recognizes that security and respect for people and human rights is fundamental to safeguarding the integrity of company personnel and property. An effective security program is fundamental in the protection of our people, products, assets and reputation.

Policy

To achieve this, GRAS will operate in accordance with relevant national and international laws, conventions, treaties and social agreements on a local level. The company will subscribe to the requirements of international best practice standards including the FSC™ (FSC C106074 & C160538 in Uganda, C015169 in Tanzania, and C107952 in Mozambique) Principles and IFC Performance Standards with regards to Security Operations and Management. This policy outlines our Beliefs and Commitments to which all GRAS security activities must adhere to. Every person working with or doing business with GRAS is expected to conduct oneself in a manner that is consistent with these Beliefs and Commitments.

● **WE BELIEVE** that respect for people and human rights is fundamental to our responsible forest management approach. Compliance with laws and regulatory requirements is a must.

- That maintaining an effective security function is critical to the protection of GRAS employees, products, assets and reputation;
- That security is an important factor in the future growth and development of the company; and
- That effective security controls, standards, policies and procedures contribute to the safety and protection of employees as well as the communities in which we operate.

WE COMMIT

- To treat all people with respect and dignity and to be guided in our approach and actions by the IFC Performance Standards and the FSC Forest Management Principles and Criteria
- To provide the security expertise and resources required to develop a safe and secure working environment
- To establish security strategies, plans, standards, policies and procedures to support achievement of GRAS' business objectives;
- To identify and manage risks effectively, with a focus on preventing security incidents;
- To be prepared to respond to incidents with appropriate response plans;
- To establish programs that protect employees, company assets and shareholders from loss, theft, fraud or other inappropriate activities;
- To investigate and analyze security incidents, to take appropriate action and continuously improve our security processes;
- To operate in accordance with the laws of the countries where we do business;
- To maintain a high degree of professionalism, knowledge and integrity among (security) staff and contractors with appropriate recruiting, training, resources and contracting procedures; and
- To deploy proven and appropriate techniques and technology to increase the reliability and efficiency to our operations.

We will measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of security risks.


Hans Lemm - Chief Executive Officer