

Rayonier has established a Code of Conduct, and company values, policies, and practices that support our commitment to promote and protect human rights.

Human rights are often defined as the freedoms and standards that protect the dignity of all people.

Our Human Rights policy is informed by the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

This policy applies to Rayonier and its subsidiaries.

Safe and Healthy Workplace:

At Rayonier, safety is not just a priority; it is a fundamental part of our culture. We believe that supporting the safety and well-being of our employees and contractors is essential to our success. Therefore, we are committed to protecting human health and safety in every action we take. Our locations comply with all applicable laws and regulations regarding safety programs and adopt appropriate standards where laws or regulations fall short. We also provide our employees and contractors with comprehensive safety training and safety-oriented materials to promote a safe work environment. Furthermore, we address and remediate any incidents that occur at any of our locations that may affect the health and safety of our employees or others directly impacted. Our ultimate goal is to create a culture where everyone is responsible for safety, and we strive to improve our safety practices to maintain a safe and healthy workplace.

Anti-Discrimination and Anti-Harassment:

We believe that a diverse workforce, where every individual feels respected and valued leads to better business outcomes, innovation, and overall success. To achieve this goal, we provide equal employment and advancement opportunities to everyone, without discrimination or harassment based on any protected characteristic under applicable law, including race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law. Our employees receive regular training and resources to promote diversity, equal opportunity, and inclusion in the workplace. Our aim is to create a collaborative work environment that promotes mutual respect, understanding, and teamwork among all individuals.

We do not tolerate harassment, intimidation, or any other inappropriate workplace conduct.

Fair Working Conditions:

We are fully committed to providing safe and fair working conditions for all employees. We comply with all applicable labor laws and regulations in the jurisdictions where we operate, and we strive to exceed legal requirements by providing fair wages and benefits. In addition, we maintain safe working conditions and provide ongoing training to support employees performing their duties safely and effectively. Our ultimate goal is to create an equitable workplace where every employee can thrive and feel secure while performing their work.

Forced Labor, Human Trafficking and Child Labor:

We do not engage in, support, or tolerate the use of forced labor (including modern slavery and human trafficking) or child labor within our operations or those of our contractors.

“Forced labor” occurs when individuals are compelled against their will to provide work or service through the use of force, fraud, or coercion.

“Modern slavery” is the severe exploitation of other people for personal or commercial gain.

“Human trafficking” involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act.

“Child Labor” is mentally, physically, socially, or morally dangerous and harmful to children and/or interferes with their schooling.

Community Affairs:

Our organization's success is closely tied to the health and well-being of the communities in which we operate. These communities are not only home to our forestlands, but also to our employees who are responsible for their care. We are deeply committed to supporting these communities in diverse ways including monetary donations. We strive to make a positive impact by actively volunteering and engaging in various philanthropic efforts, such as environmental education, literacy programs, food distribution initiatives, and more.

Freedom of Association:

We respect the legal right of employees to free association, to engage in free speech and to participate in political parties or any other lawful association or organization without fear of reprisal, intimidation, or harassment in accordance with the National Labor Relations Act (U.S.) and the Employment Relations Act (N.Z.). We also respect the right of employees to be free from being compelled or coerced to belong to any association or organization.

Environmental Responsibility:

Rayonier is committed to the practice of sustainable forestry on land that it owns, leases, and manages for timber production in order to meet the needs of the present without compromising the ability of future generations to meet their needs. The company intends to maintain this commitment by practicing a land stewardship ethic that integrates environmental compliance and protection with the reforestation, managing, growing, nurturing, and harvesting of trees as an economic enterprise, including with the conservation of soil, air, and water quality, wildlife and fish habitats, and aesthetics. We protect human health and the environment by maintaining environmental protection programs in compliance with all environmental laws and regulations and by observing applicable forestry best management practices.

Data Privacy:

We value and respect the privacy of every individual, including our employees, contractors, and customers. To protect against cyber threats, we adhere to all applicable data privacy laws and allocate resources to safeguard personal information.

Additionally, we provide regular and timely training to our employees on cybersecurity best practices. We believe that prevention is the key to maintaining data privacy and are committed to protecting and securing all personal information.

Suppliers and Contractors:

We expect our suppliers, contractors, and all of their employees, agents, and subcontractors, to observe the same respect for human rights while conducting business with Rayonier or on Rayonier's behalf, which we have outlined in our Supplier and Contractor Code of Conduct and Ethics.

Relationships with Indigenous Peoples:

At Rayonier, we deeply respect the history, culture, and traditional ways of indigenous peoples. We recognize their distinct status as self-determining peoples, and their interests

in land, water, and the environment. Therefore, we are committed to maintaining an ongoing dialogue and building relationships with indigenous peoples. When evaluating business decisions, we seek to collectively address the concerns of indigenous peoples with other social interests. We believe that doing so is essential to creating sustainable business practices that benefit all stakeholders. Additionally, we support having robust programs in place to respond to any inquiries from or relating to indigenous peoples.

Training:

Training is an important part of effective human rights practices. We periodically provide training on topics covered in our human rights policy for all employees.

Reporting Concerns:

Ombudsman Program/Whistleblower Policy

We encourage reports of improper business conduct and ethical or compliance issues and concerns by the Company, its employees, or representatives:

U.S.: (800) 603-2869

International: 000-901 (800) 603-2869

Online: www.report.syntrio.com/rayonier

Employees are encouraged to report possible issues to their supervisor or other individuals in the organization who can respond appropriately. However, if for any reason an employee may feel uncomfortable with reporting through the normal channels, or wish to remain anonymous, employees are encouraged to call or write the Ombudsman in confidence and without fear of reprisal.