

FOA Diversity, Equity and Inclusion Policy

Approved Date: June 1st 2022

PURPOSE

The Diversity and Inclusion Policy (“Policy”) provides a framework to effectively embed and support a diverse workforce and inclusive workplace for those working in FOA or while participating in FOA collective structures such as committees.

This Policy is designed to ensure:

- FOA recognises the value of a diverse and skilled workforce in FOA’s membership, committees, Executive and the wider plantation forest industry.
- FOA is committed to creating and maintaining an inclusive and collaborative workplace culture.
- FOA is a forest industry leader in encouraging a diversified workforce within the forest industry.

POLICY

FOA recognises that building a diverse and inclusive workplace culture will result in enhanced relationships with stakeholders, better member service, a higher-performing and engaged workforce, improved financial performance, greater understanding of workplace issues and a stronger corporate reputation.

FOA is dedicated to creating an inclusive environment where all of our employees are encouraged to reach their full potential and individual differences are valued and respected.

“Diversity” Diversity is defined broadly and includes differences such as gender, age, race, ethnicity, income, sexual orientation, socioeconomic status, physical and cognitive abilities & characteristics, spiritual beliefs, nationality, language, education, political beliefs, family or marital status, or cognitive /thinking style, all of which shape one’s own identity and interactions with others.

“Inclusion and Equity” refer to creating a work environment and culture where diversity is valued, respected and leveraged. And where everyone has the opportunity to learn, develop, contribute and achieve in the workplace.

Measurement and reporting

The President and CEO will:

- Implement, oversee and review the Diversity Equity and Inclusion Policy
- Ensure FOA’s culture and internal processes are aligned with and promote FOA’s commitment to diversity equity and inclusion
- Communicate clear expectations for employees and those representing FOA and its members regarding the actions, conduct and behaviour that support a diverse workforce and inclusive workplace

Set targets and report annually to the board on measurable metrics to assess commitment and progress against the policy and make appropriate disclosures in the Annual Report.