

Group Human Rights Policy

This policy supports Sappi's Group Sustainability Charter and our approach to sustainable development.

Our approach to sustainability is based on a holistic view of Prosperity, People and Planet (the 3Ps).

Being a sustainable organisation means that we balance and integrate the 3Ps into our business decisions, strategies and processes to help us add more value for all our stakeholders. Our strong sustainability governance structure is underpinned by our commitment to living our value statement: *At Sappi we do business with Integrity and Courage; making Smart decisions which we execute with Speed. Our values are underpinned by an unrelenting focus on and commitment to safety.*

We subscribe to the principles of the International Labour Organisation; uphold and commit to the ten principles set out in the United Nations Global Compact; and support the observance of human rights as set out in the Universal Declaration of Human Rights. In addition, our Sappi Code of Ethics sets the framework for our approach to human rights.

Human rights of employees

We:

- Promote freedom of association and the abolition of forced and child labour
- Prohibit discrimination based on race, gender, colour, ethnicity, age, religion, political and sexual orientation, union membership, physical disability or HIV/AIDS status
- Forbid physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation and the use of child, compulsory or forced labour
- Strive to ensure a safe and healthy work environment and in the case of incidents, provide compensation that at the very least meets basic needs, and
- Commit to complying with both the letter and the spirit of our legal obligations in redressing historical issues of inequality in South Africa.

Human rights of people in communities

We:

- Observe legislation and respect the cultural values of societies

- Seek to identify and address indigenous people's interests
- Strive to promote the wellbeing, safety, and the environment of communities within or close to our areas of operation
- Work to resolve land claims in South Africa with wide participation and in the best interests of individuals and communities, and
- Consult with local and indigenous communities to identify traditional and cultural heritage values that may potentially be affected by our operations, and to reach consensus on strategies to address these concerns.

Human rights in our supply chain

We:

- Require our suppliers to respect human rights and act in full accordance with our policies and guidelines concerning social responsibility, labour standards and human rights, and
- Commit to openly and transparently reporting on human rights violations within our value chain, should these occur.

Going forward, we will continue to develop our manufacturing, human, social and natural resources in a way that ensures sustainability enhances our long-term viability and overall Prosperity.

Steve Binnie
Chief Executive Officer
Sappi Limited