

MORE THAN *trees*



SUPPLIER AND CONTRACTOR CODE
OF CONDUCT AND ETHICS



A MESSAGE TO OUR

Valued Suppliers and Contractors

Rayonier strives to conduct all operations consistent with our core values and the highest ethical considerations. We strive to follow business practices that are safe for our customers, suppliers, contractors, employees, the environment and the communities in which we operate. Our culture is guided by our core values—integrity first, accountability always, and quality in everything we do.

Rayonier’s suppliers and contractors are critical to our success. We strive to establish relationships with suppliers and contractors who maintain a commitment to high ethical standards. We expect all of our suppliers, contractors, and all of their employees, agents and subcontractors, to follow the standards set forth in this Code while conducting business with Rayonier or on Rayonier’s behalf.

SUPPLIER CODE OF CONDUCT AND ETHICS

COMPLIANCE WITH LAWS AND REGULATIONS

Rayonier will comply with the laws of the countries in which it and its affiliates conduct business. Rayonier expects its suppliers and contractors to comply with all applicable laws, including laws relating to employment, trade, bribery, human rights, the environment, and health and safety. Rayonier reserves the right to decline to deal with any supplier or contractor that does not comply with the law.

HEALTH AND SAFETY

Rayonier is committed to the health and safety of our employees, suppliers, and contractors. We expect our suppliers and contractors to:

- ▶ **Comply** with all applicable health and safety regulations.
- ▶ **Identify and address** any actual or potential health and safety hazards associated with operations.
- ▶ **Make continuous efforts** to achieve a workplace that is free from work-related injury and illness.

SUSTAINABILITY

Rayonier's success depends on a continued commitment to the principles of environmental and economic sustainability – growing, maintaining and harvesting healthy forests that will enable us and the communities we live in to prosper well into the future. We seek to do business with suppliers and contractors who share our commitment to sustainable business practices. We expect our suppliers and contractors to comply with all applicable environmental rules, regulations and laws in the countries where they do business.

EMPLOYMENT PRACTICES

Rayonier complies with all applicable labor laws and is committed to fair labor practices. We expect our suppliers and contractors to:

- ▶ **Comply with all relevant labor laws** in the countries where they operate.
- ▶ **Provide fair working conditions** and a workplace that is free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination.
- ▶ **Support the protection of internationally proclaimed human rights**, fight forced labor (including modern slavery and human trafficking) and child labor.
- ▶ **Uphold the freedom of association** and the right to collective bargaining in accordance with applicable laws.
- ▶ **Enable employees and other stakeholders to report concerns** or potentially unlawful practices at the workplace.

ANTI-CORRUPTION

Rayonier expects its suppliers and contractors to prohibit all types of bribery, corruption, and improper payments. Suppliers and contractors should comply with the U.S. Foreign Corrupt Practices Act and other anti-bribery laws in the jurisdictions in which they operate.

TRADE LAWS

Rayonier expects its suppliers and contractors to abide by all applicable national and international trade laws and regulations including, but not limited to, antitrust, trade controls, and sanction regimes.

GIFTS AND ENTERTAINMENT

Rayonier expects that all business transactions on its behalf will be at arms-length and free of outside influence. For this reason, Rayonier's employees may not offer or accept gifts or other gratuities that could be perceived as influencing them to favor any person doing business or seeking to do business with Rayonier. We discourage our suppliers and contractors from giving gifts or entertainment that exceeds a nominal value (value that is unlikely to be perceived as influencing the recipient) to our employees or their immediate family members.

PRIVACY AND CONFIDENTIALITY

Rayonier expects its suppliers and contractors to respect the privacy and confidential information of its employees and other third parties as well as protect data and intellectual property from misuse. Suppliers and contractors with access to confidential data should never disclose such information to third parties without Rayonier's written consent. Rayonier requires its suppliers and contractors to make every effort to safeguard confidential information against unauthorized disclosure. Suppliers and contractors should immediately report unauthorized disclosures to Rayonier.

REPORTING CONCERNS

Suppliers and contractors are expected to report to Rayonier's Ombudsman any illegal or unethical conduct that may occur upon reasonable information or belief, has occurred, or is planned by anyone in connection with Rayonier. The Ombudsman has been designated as a confidential contact to report concerns and provide guidance on issues relating to the Code and Rayonier's compliance obligations. The Ombudsman can be reached by contacting an independent reporting service established by Rayonier at:

U.S. (800) 603-2869

International First enter access code 000-911, then dial 800-603-2869

Online: report.syntrio.com/rayonier

Reports, which may be made anonymously, will be treated as confidential to the fullest extent allowed by Rayonier policy and the law. All reports will be taken seriously and investigated thoroughly and timely.

