



## **Human Rights Policy**

### **Human Rights**

CatchMark Timber Trust, Inc. (“CatchMark”) strives to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. This policy applies to CatchMark and our affiliated entities. However, our aim is to help increase the enjoyment of human rights within the communities in which we operate. We are committed to engaging with all of our stakeholders in developing, implementing, and evaluating this policy’s effectiveness.

### **Diversity and Inclusion**

CatchMark is an equal opportunity employer. It is the policy of the CatchMark, from recruitment through employment and promotion, to provide equal opportunity at all times without regard to race; color; religion; sex; national origin; age; disability or handicap; pregnancy, childbirth, or related medical conditions; gender identity; sexual orientation; genetic information; citizenship status; service member status; or any other characteristic protected by federal, state, or local anti-discrimination laws. Physical or mental disabilities will be considered only as they may relate to bona fide job requirements and only in accordance with applicable law. CatchMark prohibits discrimination, harassment, and retaliation in employment-based on race; color; religion; sex; national origin; age; disability or handicap; pregnancy, childbirth, or related medical conditions; gender identity; sexual orientation; genetic information; citizenship status; service member status; or any other category protected by federal, state, or local law

We believe that all individuals should be treated with dignity and respect. CatchMark intends to provide an environment that is pleasant; healthful; comfortable; and free from intimidation, hostility, or other offenses that might interfere with work performance. Discriminatory harassment of any sort — verbal, physical, or visual — will not be tolerated.

### **Safe and Healthy Workplace**

CatchMark is committed to providing and maintaining a safe and healthy workplace for all workers (including vendors, contractors, temporary employees and volunteers) as well as clients, visitors and members of the public. Risks and hazards to health and safety will be eliminated or minimized, as far as is reasonably practicable. Our goal is to provide a safe and healthy work environment that is free from workplace injury and illness. This will only be achieved through the participation, cooperation and commitment of everyone in the workplace.

### **Workplace Security**

We are committed to providing a workplace that is free from intimidation, threats, any kind of hostile behavior and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for workers are provided, as needed, and are maintained with respect for worker privacy and dignity.

## **Forced Labor and Human Trafficking**

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking.

## **Child Labor**

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

## **Work Hours, Wages, and Benefits**

We compensate workers competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws. We are committed to complying with applicable labor and employment laws.

## **Water Resources**

We recognize that the right to water is a fundamental human right.

## **Training and Reporting for Workers**

We strive to create workplaces in which open and honest communications among all workers are valued and respected. We also ensure our workers are aware of this Human Rights Policy through an annual certification process.

Any worker who would like to confidentially report a potential violation of this policy, should raise their concerns to (a) human resources or (b) our general counsel.

This Human Rights Policy was approved and made effective by CatchMark Timber Trust, Inc. Board of Directors on January 29, 2020.