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| PROCEDURE | | ID no/status |
| EUTR - Responsible Sourcing Policy | Created by: Espen Rønningsland Approved by: Norman Willemsen | Procedure KEB-29-30 Rev.no. 01 Date 15.11.2018 Page 1 av 3 |

1. PURPOSE

This procedure defines the organization's EUTR Timber Sourcing Policy

2. REFERENCE

The EU Timber Regulation - 995/2010

3. RESPONSIBILITY

The Quality Manager is responsible for updating this procedure.

This procedure must be approved and signed by the CEO.

4. DESCRIPTION

Responsible Sourcing Policy

4.1. Commitment by the management

Kebony is committed to procuring products and services that ensure that materials are sourced from legal and well-managed forests that have been certified to credible certification standards and/or are from post-consumer recycled materials.

4.2. Continuous improvement

We hereby commit to continuously improve the sustainability level of our sourcing by favouring stricter and more credible certification and verification standards and sourcing requirements and by avoiding sourcing from unknown or unsustainable sources.

4.3. Certification

Where possible we are committed to procuring wood products that have been certified against an internationally recognized standard for good forest management to ensure that the material originates from a well-managed forest.

4.4. Legality

We are committed to sourcing only material that is produced, processed and traded according to applicable legislation.

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4.5. Social responsibility

We are committed to avoid engaging in or benefitting from controversial business practices, such as, but not limited to:

- Any form of forced labour, including bonded labour, forced prison labour, slavery, servitude, or human trafficking.
- The use of child labour. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.
- Discrimination on the basis of race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, and disability or other distinguishing characteristics.
- Organization offers its workers a safe and healthy working environment, including, but not limited to, protection from fire, noise, accidents and toxic substances. Adequate health and safety policies and procedures are established and followed.

If we become aware that any of these issues are relevant in our organization or any of our suppliers, we are committed to take relevant steps to mitigate any such situation.

4.6. Environmental responsibility

We are committed to promoting responsible stewardship toward the environment and its natural resources. We are committed to lessen the impact on the environment caused by our own activities or those activities carried out by our suppliers and sub-suppliers.

4.7. Supply chain management and information

We will ensure that information about suppliers and sources of material are evaluated and necessary information is collected in order to enable effective risk assessment.

4.8. Risk assessment and mitigation

We will carry out risk assessment of all suppliers and supplies of wood in order to evaluate the risk that the material or products being sourced originates from an illegal source or has been illegally traded. In case risks are identified and cannot be classified as negligible we will carry out appropriate risk mitigating actions in order to avoid any potential risk.

4.9. Monitoring and verification

The company will carry out applicable monitoring of internal systems and procedures. Access will also be made for external audits, as necessary and

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applicable, in order to allow verification that the relevant systems are in place and being implemented according to the requirements of these.

4.10. Review and adaptation of policy

We will ensure that this policy, and related documents, are periodically reviewed and appropriately revised.

4.11. Communications and stakeholders

This Policy shall be available publicly and will be communicated to suppliers and interested parties.

4.12. CEO's Signature



Norman Willemsen
CEO, Kebony Norge AS
20th of February 2020

5. ATTACHMENTS

There are no attachments to this procedure.