

PEFC POLICY STATEMENT

We hereby declare that our company is committed to uphold the PEFC and FSC Chain of Custody system and to comply with the requirements of PEFC and FSC with regard to the Chain of Custody.

This also means that our company, in accordance with the social, health and safety requirements of the PEFC and FSC Chain of Custody standard:

- Does not impede the right of workers to associate freely, to elect their representatives and to bargain collectively with their employer;
- Does not use forced labour;
- Does not employ workers who are younger than the legal minimum age;
- Provides equal treatment to all workers, including in the areas of: recruitment, promotion, work allocation and dismissal;
- Provides healthy and safe working conditions, including documentation and reporting thereof.

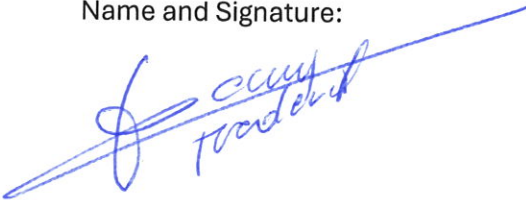
In addition, management declares that material will not be placed on the market:

- a) When it knows that the material comes from illegal sources, or;
- b) She has reasonable doubts about the legality of the material;

Unless research shows that the aforementioned concerns can be addressed.

Name and Signature:

Date: 19/05/2025

A handwritten signature in blue ink, appearing to read 'Frederik Decrui', is written over a horizontal line.

Frederik Decrui