

SUSTAINABILITY AND ENVIRONMENT POLICY

1. Purpose

Timberlink is committed to the responsible management of our business by optimising the production of our products sourced from responsible forestry operations whilst minimising environmental harm and acknowledging that we have a social responsibility to current and future generations.

We will consult with and provide feedback to all key stakeholders to achieve economic performance, social contribution, and environmental responsibility.

2. Scope

The Sustainability and Environment Policy applies to all Timberlink operations, employees, and contractors.

All other Timberlink policies, procedures and work instructions will be consistent with this policy unless otherwise specified as being exempt by the ELT or Board on proper grounds.

3. Definitions

Timberlink adopts the definition of “**sustainability**” as follows:

“Sustainability for Timberlink involves operating in a manner that balances economic prosperity, social responsibility, and environmental stewardship to ensure long-term viability and resilience while minimising negative impacts on people and the planet.”

4. Our Commitment

The Timberlink Board and leadership team will drive and support a sustainability and environmental program in accordance with this Policy to:

- Reduce carbon impact of Timberlink’s operations in line with Science Based Targets initiative (SBTi) international benchmarks
- Measure and improve Timberlink’s sustainability performance, developing a sustainability leadership role in the building products sector
- Reduce environmental incidents within Timberlink’s operations
- Identify & reduce environmental risks within Timberlink’s operations

- Comply with or exceed sustainability & environmental legislative requirements for Timberlink's operations
- Identify and provide adequate resources, training, and information to Timberlink's employees and contractors
- Communicate, consult, and drive participation by Timberlink's employees and contractors in the sustainability and environmental program.

5. Our Actions

How we deliver the sustainability and environmental program is guided by the following principles:

Climate Change

Climate change is one of the defining issues of our time and Timberlink recognises that it is vital we play our part in limiting global warming below dangerous levels by:

1. Setting targets verified in line with SBTi international benchmarks
2. Implementing a plan to meet carbon reduction program targets supported by ongoing measurement

Sustainability

We will strive to provide our customers with products produced with a focus on sustainability and contribute to our communities through:

1. Developing a position of sustainability leadership within the building products sector
2. Setting performance targets across aspects of sustainability and implementing plans to meet those targets
3. Implementation of a system to monitor sustainability performance
4. Developing and implementing sustainable procurement programs through engagement with employees and stakeholders throughout the supply chain
5. Engagement of stakeholders with targeted reporting

Environment & Communities

The facilities we operate will be managed, maintained, and operated in a way that minimises risk to communities and the environment by:

1. Integrating environmental management within all our operations
2. Ensuring ongoing compliance with all regulation, environmental licences, consents, development approvals and permits issued by Regulatory Authorities
3. Ensuring hazards are identified and eliminated and/or minimised, adopting hierarchy of control principles

4. Empowering employees, contractors, and visitors to report any act or condition that is causing or could cause an impact upon the environment or community, and to follow up all such reports
5. Engaging with external stakeholders such as community groups and regulators to promote positive relationships

6. Roles and Responsibilities

The Timberlink Board is responsible for ensuring that Timberlink's Sustainability and Environmental activities are in accordance with this Policy at a governance level.

The Executive Lead Team is responsible for incorporating Sustainability and Environmental improvement in strategic planning. They are also responsible for endorsing and enabling the implementation of Sustainability and Environmental programs.

All employees are responsible for operating in accordance with this Policy and the systems that flow from it.

7. Revision History

This Policy is reviewed by the Board at least every 2 years.

Approved and adopted by the Board on 12 March 2025.

Version	Changes	Date
V2.0	Changed emphasis from "Environmental" to "Sustainable"	Oct 2013
V3.0	Reviewed and updated including New Zealand	March 2016
V4.0	Revised to incorporate Environmental	April 2021
V4.1	Updated wording to remove references to ISO14001 to eliminate misinterpretation and risk of greenwashing	February 2023
V5	Updated the definition of sustainability and reviewed format	March 2025