
TIMBERLINK®
Australia
Modern Slavery Statement FY26

Timberlink Australia is committed to identifying, assessing and addressing modern slavery risks within its operations and supply chain

About Timberlink Australia – Structure, Operations and Supply Chain

This statement covers Timberlink Australia Pty Ltd ('Timberlink') which is a large Australian proprietary company and reporting entity for the purposes of the *Modern Slavery Act 2018* (Cth) (the 'Act'). Its national office is in Melbourne, Victoria. Timberlink has a wholly owned subsidiary company, Timberlink New Zealand Ltd, domiciled in Christchurch, New Zealand (together with Timberlink, the 'Group').

Structure

The Group is owned by the Australia New Zealand Forest Operating Fund, managed by New Forests Asset Management Pty Ltd ('New Forests'). New Forests manages approximately AUD 10.6 billion in assets globally with a diversified portfolio of sustainable timber plantations and conservation areas, carbon and conservation finance projects, agriculture, timber processing and infrastructure. This supports an integrated timber supply model providing the Group with a sustained level of supply security from the 'forest to the frame' and accounts for a significant portion of procurement spend in FY26.

Since Timberlink's inception in 2013, the Group has grown to become one of the largest softwood pine timber manufacturing and distribution business in Australia and New Zealand employing 590 direct employees with 83% of the employee base from regional communities. Approximately two-thirds of employees are on Enterprise Bargaining Agreements with the remaining employee base on either negotiated employee contracts or Modern Awards.

Operations

The Group's manufacturing operations are based in regional Australia. Sawn timber is produced from Timberlink's two sawmills - located geographically near to sustainable softwood pine plantations that supply the mills - Bell Bay in Tasmania and Tarpeena in South Australia. Timber sales are then facilitated through a national and New Zealand sales and distribution network with centres in Adelaide, Melbourne, Perth, Sydney and Christchurch (NZ) (sales office only).

Timberlink will continue to service both the Australian and New Zealand markets as well as Asia.

Broadly speaking, Timberlink customers include timber merchants, large Truss and Frame manufacturers and contractors (NeXTimber®) for the building construction, packaging, and pallet manufacturing industry. Timberlink's plantation pine products for indoor and outdoor use are suitable for building construction, renovation projects and other industrial manufacturing applications including packaging, pallets, and furniture components. The highly sought-after woodchip is also used in the manufacturing of paper products.

Supply Chain

The Group operates a decentralised purchasing organisation within the Group's established procurement framework.

One of the largest categories of expenditure is log supply, responsible for 47% of the Group's overall procurement spend. The majority of log procurement expenditure is sourced from businesses within the Australian forestry funds managed by New Forests. This integrated supply chain managed by New Forests provides the platform for a consistent supplier value system across an integral part of the supply chain providing enhanced transparency, oversight and traceability across a significant portion of Timberlink supply chain.

The majority of the Group's remaining procurement spend is attributable to:

- Plant and equipment;
- Spare parts and maintenance;
- Transport and logistics;
- Third Party manufactured finished products;
- Consumables;
- Timber treatment chemicals and
- IT software/hardware.

Risk of Modern Slavery in Supply Chain

During the reporting period, Timberlink continued its Modern Slavery program that entailed the continued application of the Modern Slavery online due diligence questionnaire resulting in all new suppliers onboarded in FY26 completing the questionnaire. 87% of procurement expenditure, that occurred in FY26 was covered by suppliers who had satisfactorily completed the Modern Slavery due diligence questionnaire, up from 75% in FY25.

The following key areas of modern slavery risks have been identified in our supply chain:

1. Sourcing product directly from overseas suppliers e.g., plant and equipment and asset spare parts.
2. Sourcing from multinationals with a local presence e.g., saleable product and consumable chemicals.
3. Local retailer/distributor sourcing product from overseas (i.e., Tier 2 supply) e.g., uniforms and technology.

The Group assesses its overall risk to modern slavery as being low but continues to assess potential risk areas based on geographic location, industry, and type of product through targeted third-party supplier desktop reviews/audits.

Geographic Risks

The majority of supply chain procurement expenditure is local to the business operation, which is in Australia and New Zealand, suggesting a lower risk to modern slavery within first-tier suppliers. Notwithstanding this Timberlink acknowledges that Australia and New Zealand are not immune to modern slavery practices. Analysis of completed Modern Slavery due diligence questionnaire responses revealed that approximately 84% of suppliers (attributable for 82% of total FY26 procurement expenditure) operate in Australia and/or New Zealand only. Conversely, 16% of these suppliers have their operations outside of Australia and/or New Zealand accounting for 5% of total FY26 procurement expenditure.

Timberlink does source some products directly from overseas jurisdictions which can carry an increased risk that the Group may be indirectly linked to modern slavery. Timberlink's Modern Slavery due diligence process has provided greater visibility to this risk and will continue to do so as the company progresses with its Modern Slavery program.

Conservatively, and for the purpose of this statement, it is assumed that the offshore operational activity of these suppliers' forms part of Timberlink's supply chain accepting that this may not be the case with all suppliers. Of the suppliers with operations outside Australia and New Zealand, 64% publish a Modern Slavery Statement. While the existence of a Modern Slavery Statement does not necessarily indicate a lower-risk supply chain, it provides increased transparency regarding modern slavery risks and demonstrates a more mature approach to risk identification, governance and reporting.

Industry risks

Within Timberlink's operations there are four industry sectors that the company engages with that may have inherent modern slavery risks present:

- Corporate services (marketing, cleaning, and travel);
- Building services (security and maintenance, asset, and tenant management);
- IT / Software services; and
- Labour hire

The identified risk industries can potentially demand low skilled workers and inexpensive labour, leaving individuals vulnerable to underpayment, withholding of wages and excessive work hours. As most of the Group's operations are focussed on Australia, Timberlink considers these risks to be relatively low. Nonetheless, expenditure in these industries account for approximately 3% of total FY26 procurement spend with approximately 69% of the suppliers within these high-risk groups having satisfactorily completed the Modern Slavery due diligence questionnaire, representing 81% of expenditure within this high-risk group. Nearly all these suppliers (by procurement spend) operate wholly in Australia and/or New Zealand reinforcing the relatively low risk in this area.

Product risks

Certain products within Timberlink's supply chain present a higher risk of the Group being linked to modern slavery. These products include:

- Maintenance/spare parts;
- Chemicals;
- Uniforms; and
- Technology.

These products present a higher modern slavery risk as they are sometimes produced by low skilled employees that may be subject to sub optimal working conditions. While the Group has long standing relationships with many suppliers of these products, this area poses the greatest difficulty in assessing modern slavery risk with such risks in most cases embedded beyond the first tier of suppliers' supply chain. Notwithstanding this, Timberlink's due diligence questionnaire seeks to explore the level of controls its suppliers have in place, such as policy development, supplier due diligence program and audit regime.

Addressing Risk of Modern Slavery

The Group recognised and accepted that any risk exposure to Modern Slavery would fundamentally reside in Timberlink Australia's supply chain with much of the risk exposure in Timberlink New Zealand near eliminated with the change of operations from manufacturing to sales and distribution.

The outcomes of the Modern Slavery program outlined within the FY25 statement are as follows:

Item	Status	Outcome
Rollout of the Modern Slavery due diligence questionnaire to existing high risk suppliers who have not yet completed it	Ongoing	This is an ongoing requirement to drive due diligence review of existing suppliers. Nearly 100% of new suppliers undertake a Modern Slavery due diligence questionnaire as part of the supplier onboarding process. The rollout to existing suppliers continues on an ongoing basis.
Conduct a desktop audit for 3 high risk suppliers	Complete	Three supplier audits were completed over the reporting period.

Item	Status	Outcome
Identify and implement actions associated with the outcomes of the supplier audit conducted in FY25	Complete	Follow up actions including an international site visit and further verification activities were completed with the 3 suppliers audited in FY25.
Review Modern Slavery program and reporting mechanism to the Executive Team and Board	Ongoing	Review scheduled for FY27
Advance the preferred supplier program for select high risk industries and/or products	Ongoing	Activity continues to rationalise the number of suppliers by procurement category and progressively incorporate the suppliers that fall into the risk categories identified in this Statement.
Scope improvement opportunities to further systemise the tracking and reporting of Modern Slavery risks.	Complete	Potential system development opportunities have been identified for the tracking and monitoring of Modern Slavery risk. Further scoping activity required to understand time and resource commitment to implement.

Assessing the Effectiveness of Modern Slavery Program

Timberlink will continually review and improve its modern slavery procedures to improve the effectiveness of its Modern Slavery Program with the governance overlay reviewed in FY27.

Timberlink recognises that the success of its actions to identify and address modern slavery risks in its supply chain is based on a continuous improvement regime supported by annual goals. For the FY27 reporting period, Timberlink will continue to assess its actions against the following key performance indicators:

- Percentage of procurement spend covered by Modern Slavery due diligence questionnaire responses;
- Number of higher-risk suppliers independently assessed; and
- Closure rate of supplier corrective actions.

Timberlink Group Joint Consultation

During the reporting period, Timberlink Australia and Timberlink New Zealand actively engaged and consulted in the development of this statement. Timberlink discussed details of the Act's reporting requirements and reached an agreement on both the Modern Slavery program and the Modern Slavery statement for the Group.

FY27 Modern Slavery Program

A number of steps will be undertaken in FY27 to support Timberlink's Modern Slavery program.

These steps include:

- Continued rollout of the Modern Slavery due diligence questionnaire to existing high risk suppliers who have not yet completed it;
- Conducting an external desktop audit for 3 high-risk suppliers;

- Identifying and implementing actions associated with the outcomes of the supplier audit conducted in FY26;
- Updating and further developing internal Modern Slavery training;
- Continuing reporting to the Executive Team and Board as required;
- Continuing to promote preferred suppliers for select high risk industries and/or products; and
- Scoping improvement opportunities to further systemise the tracking and reporting of Modern Slavery risks.

This statement was approved by the Board of Timberlink Australia Pty Ltd as the principal governing body of Timberlink Australia Pty Ltd and Timberlink New Zealand Ltd on 22 September 2026.

This statement was signed by Paul O'Keefe in his role as Director and Chief Executive Officer of Timberlink Australia Pty Ltd and Timberlink New Zealand Ltd on 15 October 2026.

Signature	
Name	Paul O'Keefe
Title	Director/Chief Executive Officer

Timberlink Australia Pty Ltd

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