

SUSTAINABILITY AND ENVIRONMENT POLICY

1 Purpose

Timberlink are committed to sustainability and the responsible management of our environment. We seek to optimise the production of wood products from managed renewable resources while minimising our environmental footprint with a goal of “Zero Harm”.

We work to support and sustain the communities and environments in which we operate. We believe in the importance of corporate social responsibility, and 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.

3 Definitions and Procedural Principles

Timberlink adopts the definition of sustainability delivered by the Brundtland Commission of the United Nations on 20th March 1987:

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

The United Nations Sustainable Development Goals (SDGs) form the basis of Timberlink’s sustainability program. The SDGs most relevant to Timberlink are:

- SDG 3 Good Health and Well-being
- SDG 4 Quality Education
- SDG 5 Gender Equality
- SDG 8 Decent Work and Economic Growth
- SDG 9 Industry, Innovation, and Infrastructure
- SDG 12 Responsible Consumption and Production
- SDG 13 Climate Action

4 Our Commitment

The Timberlink Board and leadership team will drive and support the sustainability and environmental program to:

- Reduce carbon impact in line with SBTi international benchmarks
- Measure and improve sustainability performance, developing a sustainability leadership role in the wood products sector
- Reduce environmental incidents
- Identify & reduce environmental risks
- Comply with or exceed sustainability & environmental legislative requirements
- Identify and provide adequate resources, training, and information
- Communicate, consult, and drive participation in the environmental and sustainability programs.

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
3. Developing and implementing sustainable procurement programs through engagement with employees and stakeholders throughout the supply chain

Sustainability

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

1. Implementation of a system to monitor sustainability performance
2. Setting performance targets across aspects of sustainability and implementing plans to meet those targets
3. Engagement of stakeholders with targeted reporting benchmarked against international norms
4. Developing a position of sustainability leadership within the sector

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

- Environmental Protection & Biodiversity Conservation Act 1999 (Commonwealth)
- Environmental Protection Act 1993 (South Australia)

- Environmental Management & Pollution Control Act 1994 (Tasmania)
- Environmental Protection Act 2017 (Victoria)
- Environmental Protection Act 1986 (Western Australia)
- Protection of the Environment Operations Act 1997 (New South Wales)
- Resource Management Act 1991 (New Zealand)

8 Revision History

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

Approved and adopted by the Board on 2 February 2023.

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