



RESPONSIBLE SOURCING POLICY

Commitment by the Management

C.I.B. is committed to procuring wood products from well-managed forests certified by environmental oversight agencies. At C.I.B, we pursue a Responsible Sourcing Program promoting the use of environmentally responsible forest products. We are committed to ensuring that our products come from legal and certified sources, and that our practices correspond to the best industry standards.

Certification

We commit to procuring wood products from well-managed forests, or from post-consumer recycled material, which are certified by internationally recognized standards. Our products are FSC and PEFC certified. At C.I.B., we are committed to the future of the world's forests and to good forest management.

Legality

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

Continuous Improvement

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

Social responsibility

We are committed to strictly avoiding controversial business practices, such as, but not limited to, any form of forced labour, including bonded labour, forced prison labour, slavery, servitude, human trafficking, or child labour. The minimum age for employment by our partners shall not be less than the age of completion of compulsory schooling. We do not discriminate on the basis of race, colour, sex, religion, political opinion, caste, national or social origin, birth, union affiliation, sexual orientation, health status, age and physical disability. Our partners are required to respect health and safety policies and procedures, to provide their workers a safe and healthy working environment, including, but not



limited to, protection from fire, noise, accidents and toxic substances.

Environmental Responsibility

We commit to promoting responsible stewardship of 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.

Supply Chain Management and Information

We commit to ensuring that information about suppliers and sources of material is evaluated and that the necessary information is collected in order to enable effective risk assessment.

Risk Assessment and Mitigation

We commit to a risk assessment of all suppliers of our wood products in order to ensure that the material and products we procure originate from a legal and certified source. In the event that risks are identified, and are not negligible, we take necessary action to mitigate liabilities to ourselves and to our clients.

Monitoring and Verification

We commit to good practice and to monitoring our internal systems and procedures. Our internal systems and procedures are accessible to external audits, as necessary, and in compliance with applicable legislation, in order to verify that good practices are implemented according to the best industry standards.

Review and Adaptation of Policy

We commit to a periodic review of our policies, and to ensure that our practices correspond to current industry standards.

Communications and Stakeholders

We commit to transparency, to sharing our Responsible Sourcing Program with our clients, suppliers and other interested parties.

Willem de Bruin

Managing Director