

## Kebony - Transparency Act – publication - June 2023

Kebony is a producer of natural wood made to last. We continuously drive sustainability in products and solutions, combining social responsibility, environmental protection and economic success in our business operations.

Kebony values the universal respect for human rights and reviews its policies in place on a regular basis to reflect the standards and requirements we uphold for ourselves as company and all our employees, our partners, stakeholders and suppliers. The main principles we aim to follow around this topic are summarized among others in our Kebony Code of Conduct and Supplier Code of Conduct which can be found on our website.

Besides our internal operations, Kebony puts emphasis on responsible sourcing as outlined in our Supplier Code of Conduct. As a Company we perform due diligence and risk assessments of our key suppliers, in accordance with the Norwegian Transparency Act and OECD's Guidelines for Multinational Enterprises. The risk assessments are performed on three levels, company (the actual suppliers), sector (the industry) and geography (the country). We keep dialogues with our partners and emphasize the need for information and transparency to independently detect any human rights failures that might require attention. Where appropriate we seek international recognized certifications as extra care to the standards in our supply chain like the FSC standard for the sustainable wood we source.

#### Supplier Industry:

Over 95% of Kebony's suppliers are delivering a varied range of services. The other 5% of the suppliers deliver ingredients, like our bio-based Furfural Alcohol, packaging and of course our wood suppliers.

#### Supplier Geography:

Over 98% of our suppliers are as local as possible based in Europe. The other geographies we source from for the other 2% of our supply base are Asia-Pacific, including China, and Africa, in our case South-Africa.

As described our due diligence process and human rights based risk assessments are detailed by country and industry and then by supplier, where every partner which we contract is screened, we hold the dialogue and the supplier acknowledges our principles through signing our supplier code of conduct which can also be found on our website [kebony.com](http://kebony.com).

One example our risk assessments highlighted is a specific attention for bio-based ingredient supply chains with a link to labor intensive agricultural activities. We have held dialogues on the steps in the supply chain and seek coverage through independent certifications where available. We emphasize on certifications that include assessments on human rights, like the FSC certification we hold ourselves and require for all our wood sourced.

We will continue the work to further improve the transparency and respect for human rights standards in our supply chain. Human rights compliance due diligence will be an integral part of the selection process for the partners we choose. Activities in sectors with higher identified risk and activities in geographies with higher identified risk have our special focus.

Any questions regarding Kebony's policies and principles can be related to [\[compliance@kebony.com\]](mailto:compliance@kebony.com) All such inquiries shall be treated as confidential and the reporting party shall remain anonymous, in each case if and to the extent permitted by applicable law or regulation.