



SUSTAINABLE TIMBER PROCUREMENT POLICY

This policy is mandatory for all Locker business units.

All suppliers who ship goods to Locker using timber packaging are required to adopt similar sustainable timber procurement policies.

Locker Group Ltd is committed to the responsible procurement of forest products. Our long-term intention is to source all forest products we procure directly or indirectly from well managed forests which have been verified to credible certification standards.

In addition:

- We will work with our supply chain to ensure that where possible all forest products originate from FSC-certified sources
- Our Timber Procurement Policy requires that all timber and wood-derived products have Forest Stewardship Council (FSC) Chain of Custody certification, or in cases where it is not possible to source FSC-certified products, we will source from independently verifiable legal and sustainable sources
- We believe that the FSC currently represents the gold standard and a credible benchmark for responsible forest management, and it remains our preference to increasingly source with credibly certified forests or verified recycled sources. Timber which only meets legal and sustainable sources criteria, or is from other certified sources with a complete chain of custody, will be accepted only in very special cases, see exemptions to the policy below:

Supplier sourced timber

When requested, suppliers and sub-contractors must be able to provide evidence to Locker that the wood or wood products they supply are from legal and sustainable sources. Note that for a source to be considered sustainable the legal criteria also have to be met.

In order to assist procurement personnel and suppliers, Locker has identified two examples that will demonstrate the legality and sustainability of timber and timber products.

Exemptions to the policy

Only in situations where it is not possible to source FSC products will exceptions to the requirements be accepted. Locker will always take reasonable steps to ensure that the source is legal and sustainable and preference will be given to material from sources that are demonstrably in an active program to improve and certify forest management. Exemptions will only be permitted where authorised by the Managing Director of the Locker Group Ltd.

Page 1 of 2

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They must be provided with:

1. A documented justification setting out why FSC products can't be used.
2. Evidence that the source of material was legally managed
3. Confirmation that the client is aware of the impact

Locker Group Ltd directors and appointed personnel are responsible for the overall delivery of this policy and is to be communicated to all employee whose duties involve procurement of timber products on behalf of the company.

This policy has immediate effect and replaces all previous versions. This policy will be reviewed periodically and amended as necessary.

A handwritten signature in black ink, appearing to read 'A. Campbell', enclosed within a simple rectangular box.

Andrew Campbell
Chief Executive Officer
Locker Group Ltd

8th January 2024