



Responsible sourcing policy

1. Commitment by the management

Kaltimber commits to procuring products and services that ensure material is sourced from legal and vow to demolition sources that are certified by the forest ministry after inspection from post-consumer recycled materials. A cornerstone of that commitment is to implement a Responsible Sourcing Programme that promotes the use of legal and responsible reclaimed products. The company commits to implement and maintain the Chain of Custody requirements in accordance with the various Chain of Custody standards that we cherish.

2. Continuous improvement

We hereby commit to continuously improve the sustainability level of our sourcing by favouring stricter and more credible suppliers and stick strictly to our sourcing requirements. Equally, we are committed to avoiding sourcing from unknown or unsustainable sources.

3. Certification

We are committed to producing timber products that have been certified by both the supplier, the village authorities and finally by the forest ministry to ensure that the material originates from well-managed and sustainable environment.

4. Legality

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

5. Social responsibility

We are committed to avoiding engaging in or benefitting from controversial business practices, including but not limited to:

- Any form of forced labour, including bonded labour, forced prison labour, slavery, servitude or human trafficking.

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- The use of child labour. The minimum age for employment shall not be less than the age of completion of compulsory schooling and shall not be less than 18 years.
- Discrimination on the basis of race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age and disability, or other distinguishing characteristics.

The organization will offer its workers a safe and healthy working environment, including but not limited to, protection from fire, noise, accidents and toxic substances. Adequate health and safety policies and procedures are established and followed.

If we become aware that any of these are an issue within our organisation or any of our suppliers, we will take appropriate steps to mitigate any such situation.

6. Environmental responsibility

We are committed to responsible stewardship of the environment and its natural resources. We are committed to lessen the environmental impact caused by our own activities or those carried out by our suppliers and sub-suppliers.

7. Supply chain management and information

We will ensure that information about suppliers and sources of material are evaluated and necessary information is collected to enable effective risk assessment.

8. Risk assessment and mitigation

We will carry out risk assessment of all suppliers of wood in order to evaluate the risk that the material or products being sourced originates from an illegal source or has been illegally traded. In case risks are identified and cannot be classified as negligible, we will carry out appropriate risk mitigation actions in order to avoid any potential risk.

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9. Monitoring and verification

The company will carry out appropriate monitoring of internal systems and procedures. Access will also be made to external audits as necessary and applicable to verify that relevant systems are in place and are being implemented according to these requirements.

10. Review and adaptation of policy

We will ensure that this policy and related documents are periodically reviewed and appropriately revised.

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