

nobia

Wood
POLICY



Introduction

Nobia works actively to safeguard the environment and strives to reduce the environmental impact of the company's activities, products, and processes.

The Wood policy statement aims to uphold a good standard for using and purchasing wood and wood products. Recognize the importance of natural ecosystems and contribute to the elimination of deforestation, reducing greenhouse gas emissions as well as protecting biodiversity and the rights and livelihood of local communities by promoting sustainable and responsible forestry and the provision of timber from sustainable sources .

Scope

This Policy covers the entire Nobia Group, including all local units within the Group (referred to collectively as 'Nobia'). The Policy also applies to all Nobia employees and business partners (i.e., suppliers, franchisees, resellers, consultants and others, referred to collectively as 'partners').

Requirements

Wood policy statement

Nobia is a Europe's leading kitchen specialist with operations along the entire value chain from design to installation of the new kitchen. We manufacture and sell kitchens in seven European countries through own stores, franchise stores and retailers as well as directly to major customers.

We recognize the importance of natural ecosystems, and we wish to contribute to the elimination of deforestation, reducing greenhouse gas emissions as well as protecting biodiversity and the rights and livelihood of local communities by promoting sustainable and responsible forestry and the provision of timber from sustainable sources even beyond our direct operations. Use of wood of well managed forestry is an integral part of our Sustainability strategy and our SDG-goals, and we strive to engage with stakeholders and enhance the awareness about wood from sustainable sources in our value chain.

Nobia's kitchen furniture pre-dominantly consists of wood and wood-based products. Nobia undertakes due diligence to assess and mitigate risks of illegal and unwanted forest products entering our supply chain. We collect as much information on supply chain sources as possible, and systematically work towards eliminating poor sources which may not positively benefit forests as a future resource for people and nature.

Wood is renewable, recyclable, and durable. Being a sustainable choice requires that it comes from responsible forestry so that we can contribute to a sustainable forest.

To enable this, Nobia shall:

- Train employees in Nobia wood policy statement
- Having a Due Diligence system in place to have control of all timber used by Nobia
- Keep records of sourced wood and wood products
- Make sure that suppliers comply with Nobia wood policy statement
- Buy wood from suppliers who work for long-term and sustainable forest production and consider nature conservation
- For new products Nobia strive to prioritize Forest Stewardship Council® (FSC®) or Programme for the Endorsement of Forest Certification™ (PEFC™) certified wood products/ materials

Nobia wood policy statement - The company and its kitchen products shall adhere to the following statement:

- Comply with forestry legislation and other applicable laws
- Known origin and details of sourced wood
- Not using illegally harvested timber
- Not using wood from forest operations were High Conservation Values (including Intact Natural Forests Landscapes) that are threatened
- Not using timber from operations linked to deforestation or conversion of natural forests & natural ecosystems
- Not using threatened and endangered wood species (IUCN Red List)
- When using tropical wood species Nobia will always prioritise the use of FSC or PEFC
- No illegal Logging
- No violation of any of the ILO Core Conventions as defined in the ILO declaration on Fundamental Principles and Right at Work and UN Declaration of Human rights

Roles and responsibilities

Body/function/individuals	Roles and responsibilities
Board of directors	Not applicable.
CEO	Not applicable.
EVP Product Supply	The EVP Product Supply is responsible for the wood policy approval. The EVP Product Supply is also the policy owner with the overall responsibility over the policy topic, implementation, and reporting to the Board of Directors .
Group VPs/Country Managing Directors/Production Directors/Customer Supply Chain Directors/regional and local management	Group Sourcing Director/ Head of Group Sourcing is responsible for ensuring that this policy and related standards are implemented and adhered to within the group sourcing practices, and that all relevant employees are made aware of the policy and its requirements. Group Sustainability Director / Head of Group Sustainability is responsible for developing and evaluating policy content, in consultation with Group Sourcing Director/ Head of Group Sourcing and harmonizing with Nobia's Sustainability strategy and customer demand.
Management, employees, and contract workers of all entities in the Nobia Group including contractors, suppliers, and visitors	Responsible for adhering to and staying up to date with this policy.

Glossary

FSC® and PEFC™

The Forest Stewardship Council® (FSC®) is an international nonprofit, multi-stakeholder organization that promote responsible management of the world's forests. It is an example of a market-based certification program.

The Programme for the Endorsement of Forest Certification™ (PEFC™) is an international, non-profit, non-governmental organization which promotes sustainable forest management through independent third-party certification.

Illegal Logging

Illegal logging is the harvest, transportation, purchase, or sale of timber in violation of laws.

Deviations

No exemptions from this policy can be granted unless there are exceptional circumstances or if the policy is obviously not applicable. All requests for exemptions must be made in writing to the policy owner. The policy owner must assess and decide on each request individually. Exemptions must be duly logged and documented.

Confidentiality Classification

Public/ Open

Policy Revision

This policy must be reviewed and approved by the **EVP Product Supply** at least every two years. It may be amended at any time with the approval of the **EVP Product Supply**. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.

Effective date of current version:

2021-10-13

Effective date of original version:

2020-11-11

Version:

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Associated Policies & Manuals

- **Code of Conduct**
- **Environmental and Climate policy**
- **Modern Slavery statement**

- **Supplier Code of Conduct**
- **Due Diligence Wood**

Contact

Owner: EVP Product Supply

For more information, please contact Group Sourcing Director/ Head of Group Sourcing or Group Sustainability Director / Head of Group Sustainability

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