

PEFC – LETTER OF COMMITMENT

We hereby declare that our company is committed to maintaining the PEFC Chain of Custody and will comply with PEFC's chain of custody requirements.

This also means that our company, in line with the social, health and safety requirements of the PEFC Chain of Custody standard:

- does not prevent workers from freely associating, electing their representatives and bargaining collectively with their employer;
- does not apply forced labour;
- does not use employees below the legal minimum age;
- provides equal treatment to all employees, including in the areas of: recruitment, promotion, work distribution and dismissal;
- provides healthy and safe working conditions including documentation and reporting thereon.

In addition to the above, the management states that the material will not be marketed:

- When it has knowledge that material is from illegal sources, or;
- it has received substantial concerns about the legality of the material;

Date and location: 9/12 2024

Representative:

MORTEN WALSTED

Signature:

