

SCS Global Services does hereby certify that an independent audit has been completed and conformity to the applicable standard(s) has been confirmed for:

Prowood Ltd t/a Prolam

283 Waiwhero Road, Motueka, 7120, New Zealand

This certificate covers the production of Laminated Veneer Lumber (LVL), Veneer, and Engineered Wood Products and Wood chip using the credit system and the transfer system. It also covers a due diligence system for the control of wood sourced from Pinus radiata plantations in New Zealand.

The facility(s) are hereby Chain of Custody certified to sell products as:

FSC 100%, FSC Mix

The assessment has been conducted by SCS Global Services in accordance with the protocols of the Forest Stewardship Council® A.C. (FSC®).

FSC Standard: FSC-STD-40-005, FSC-STD-40-004

Certificate Code: SCS-COC-701220

Trademark License Code: FSC-C181652

Valid from: 12th December 2024 Expiry date: 12th February 2028

This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC-certified (or FSC Controlled Wood where applicable). Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on sales and delivery documents. The scope of this certificate is considered accurate on the date of issuance. The current validity and scope, including the full list of products, shall be verified on <http://info.fsc.org>. The certificate shall remain the property of SCS, and this certificate and all copies or reproductions of this certificate shall be returned to SCS immediately upon request. Where a certificate covers more than one site, the covered products and processes/ activities are performed by the network of Participating Sites, and not necessarily by each of them.



**The mark of
responsible forestry**



Maggie Schwartz, Vice President, Natural Resources
SCS Global Services
2000 Powell Street, Ste. 600, Emeryville, CA 94608 USA

Appendix 7: FSC Core Labour Requirements Compliance Policy

Prowood NZ Ltd

FSC Core Labour Requirements Compliance Policy

This statement reflects Prowood NZ Ltd human rights and labour standards policy.

General provisions

Prowood NZ Ltd adheres to all New Zealand Employment Laws including the Employment Relations Act 2000, Holidays Act 2003 and the Bill of Rights.

Prowood NZ Ltd adheres to the **Child Labour** requirements and will:

- not use child labour
- not employ workers below the minimum age as stated under national, or local laws or regulations.
- not employ workers aged between 16-18 in hazardous or heavy work except for the purpose of training within approved national laws and regulation
- prohibit the worst forms of child labour

Prowood NZ Ltd adheres to the **Forced Labour** requirements and will:

- eliminate all forms of forced and compulsory labour
- implement employment relationship agreements that are voluntary and based on mutual consent, without the threat of a penalty
- not enforce practices that are indicative of forced or compulsory labour, including, but not limited to, the following:
 - physical and sexual violence.
 - bonded labour.
 - withholding of wages /including payment of employment fees and or payment of deposit to commence employment.
 - restriction of mobility/movement.
 - retention of passport and identity documents.
 - threats of denunciation to the authorities

Prowood NZ Ltd adheres to the **Discrimination in Employment and Occupation** requirements and will:

- ensure that there is no discrimination in employment and occupation and that employment and occupation practices are non-discriminatory as outlined in the Human Rights Act 1993 and the Employment Relations Act 2000
- not discriminate against someone because of their:
 - Sex or sexual orientation
 - Race or skin colour
 - Age
 - Marital status
 - Physical or mental disability
 - Family or carer's responsibility
 - Pregnancy
 - Religion or political opinion

- National extraction or social origin

Prowood NZ Ltd adheres to the **Freedom of Association and the Right to Collective Bargaining** requirements and will:

- respect freedom of association and the effective right to collective bargaining
- respect the rights of workers to establish or join worker organisations of their own choosing
- respect the full freedom of workers' organizations to draw up their constitutions and rules.
- respect the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights
- negotiate with lawfully established workers' organizations and / or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.

Prowood NZ Ltd also complies with the required Employment Standards of New Zealand. With regard to the sound, ethical and responsible employment of workers, Prowood NZ Ltd also adheres to the Privacy Principles of New Zealand in the collection, protection, use and disclosure of its worker's private information. This includes compliance with the Privacy Act 2020 and amendments.

Prowood NZ Ltd is an equal opportunity workplace where the company and all employees treat each other fairly regardless of gender, age, ethnicity, religious belief, sexual orientation, marital status, disability or otherwise.

Date: 16.10.2025

Name: Damon Taggart

Position: Prowood LSV Operations Manager

Signature:

A handwritten signature in black ink, appearing to be 'Damon Taggart', written over a light blue horizontal line.