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EBB Group Ethical and Sustainable Trading Policy

The EBB Group is committed to purchasing timber products responsibly and sustainably. We ensure that all products we purchase are sourced from well-managed forests that have been certified to credible certification standards and or are from post-consumer recycled materials.

Legality

This policy statement is in addition to our obligations under the EU and UK Timber Regulations. EBB is also aware of the EUDR obligations and is taking the necessary measures to ensure compliance.

EBB will not purchase any timber products if:

- The source forest is known or suspected of containing high conservation values, except where certified or in the process of certification under a credible scheme.
- The source forest is being converted from natural forest to a plantation or other land use without justified enhancement of conservation values.
- The material was illegally harvested or traded.
- The material was traded in a way that fuels violent conflict or threatens regional stability.
- The harvesting or processing entity is violating human rights.
- The source forest is unknown.
- The timber originates from countries subject to active UN or EU trade sanctions.

Environmental Responsibility

As part of our commitment to sustainability, EBB holds FSC and PEFC accreditation and complies with ISO 9001:2015 (Quality Management); ISO 14001:2015 (Environmental Management); ISO 50001:2018 (Energy Management)

We are committed to:

- Establishing and maintaining Chain of Custody in line with FSC and PEFC requirements.
- Complying with all relevant local and national sustainability laws and regulations.
- Ensuring suppliers and sub-contractors meet equivalent sustainability standards.
- Providing sustainability-related information about our products to customers.
- Recycling office waste and defective stock.
- Reducing our carbon footprint by using lower-emission commercial vehicles and company cars where appropriate.
- Monitoring and setting carbon reduction targets for EBB and tracking the carbon contributions of our suppliers to ensure continuous improvement.

As the UK and Ireland's leading paper and paperboard merchant, we aim to combine service excellence with a sustainable approach, setting the industry standard for best practices. We continually strive to minimize our environmental impact by setting objectives and targets to support this commitment.

Supplier Audits & Compliance

EBB is dedicated to maintaining high sustainability and ethical standards across our supply chain. To ensure compliance, we:

- Conduct checks on all third-party certifications (FSC, PEFC, ISO etc) to verify supplier compliance.
- Require suppliers to provide evidence of their sustainability and ethical practices.
- Take immediate action if violations are identified, including requiring corrective measures or terminating business relationships with non-compliant suppliers.

Social Responsibility

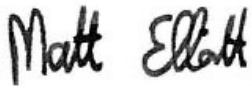
EBB is committed to ethical business practices and ensuring fair labour conditions throughout our supply chain. We strictly prohibit:

- Any form of forced labour, including bonded labour, forced prison labour, slavery, servitude, or human trafficking.
- The use of child labour. Employment age must comply with compulsory schooling laws and be no younger than 15 years.
- Discrimination based on race, colour, sex, language, religion, political opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, disability, or any other distinguishing characteristic.
- Unsafe or unhealthy working environments, including risks related to fire, noise, accidents, and toxic substances. We require all companies in our supply chain to establish and enforce adequate health and safety policies and procedures.

We shall respect the freedom of associations and the effective right to collective bargaining within our company.

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

This policy shall be available publicly and will be communicated to suppliers and interested parties.



Matt Elliott
Managing Director
January 2025