

Modern Slavery Transparency Declaration



Overall Weighted Score

0.03

| Data Quality Score | Risk Assessment Results | Average Score |
|--------------------|---|---------------|
| 0.67 | DECEPTIVE RECRUITING -0.2 | 0.232 |
| 0.67 | TRAFFICKING -0.2 | 0.232 |
| 0.67 | SERVITUDE -0.2 | 0.232 |
| 0.67 | FORCED LABOUR -0.2 | 0.232 |
| 0.67 | FORCED MARRIAGE -0.2 | 0.232 |
| 0.67 | DEBT BONDAGE -0.2 | 0.232 |
| 0.67 | CHILD LABOUR -0.2 | 0.232 |
| -0.2 | DISCRIMINATION 0.98 | 0.40 |
| -1.3 | EQUAL REMUNERATION -0.7 | -1.1 |
| -0.8 | FREE ASSOCIATION + COLLECTIVE BARGAINING -1.0 | -0.9 |
| Weight Total | | 0.033 |

Compliance

New Age Veneers | NAVURBAN

NAVURBAN™ utilises Laminex E0 Moisture-Resistant MDF and an olefin film that allows for a range of three-dimensional synchronised embossed finishes. It features good surface qualities with reliable scratch and abrasion resistance, and UV stability. NAVURBAN Diamond Finish™ utilises Laminex E0 Moisture-Resistant MDF and an olefin film that allows for a range of three-dimensional synchronised embossed finishes.

NAVURBAN LAMINATE™ utilises 0.7mm laminate and an olefin film that allows for a range of three-dimensional synchronised embossed finishes. It features good surface qualities with reliable scratch and abrasion resistance, and UV stability.

NAVURBAN LAMINATE™ is suitable for curved vertical applications only, examples being, curved joinery, curved drum ends and curved wall panels.

NAVURBAN DIAMOND LAMINATE™ utilises 0.7mm laminate and an olefin film that allows for a range of three-dimensional synchronised embossed finishes.

Products Covered:

NAVURBAN MDF Substrate, NAVURBAN Diamond Finish, NAVURBAN Laminate, NAVURBAN Diamond Laminate

Licence site/s: Mt. Kuring-Gai, NSW
 Licence Number: NAV:NA01:2024:MS
 Verification date: 13th February 2024
 Valid to: 21st December 2024

This declaration is a part of company's Modern Slavery Statement and hence it is to be read in conjunction with other documents.

Company Structure Description:

New Age Veneers, is a team/ department organisational structure. With teams of representative team, International office & warehouse.

Company MS Statement: No Company MS Policy: No

Overview Of Product Supply Chain Assessment

| | | |
|--------------------------------------|---|--|
| 6 Of direct suppliers | 100% Of suppliers evaluated | 100% Suppliers risk assessed/ desktop assessed |
| 1 No of suppliers at High Risk | 100% Suppliers audited (announced/ unannounced) | 0 Cases of non-conformance/ modern slavery |

Content Declared Accurate for and on behalf of:
New Age Veneers

Amarni Story
Marketing & Administration Coordinator

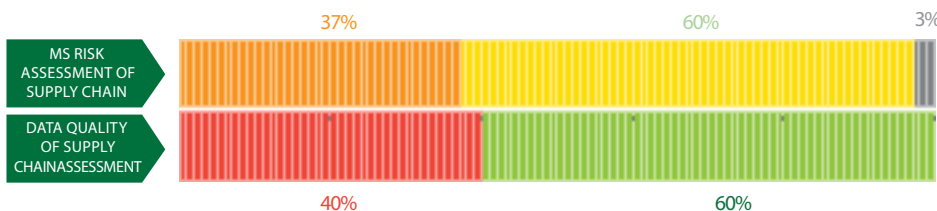


Content Verified by:
Global GreenTag International Pty Ltd

Dr Nana Bortsie-Aryee
Program Director

David Baggs
Chief Executive Officer

Risk Assessment & Data Quality Summary



ASSESSMENT BASED ON 1% INCREMENTS ACCORDING TO COLOUR CODE KEY ON PAGE 2 & 3.

Verification Methodology

1.0 Scope

The Global GreenTag's Modern Slavery Product Declaration is a facilitation service designed to provide the subject company with an additional level of robustness to their declaration in compliance with Modern Slavery Acts that:

- Provides a third party verified Modern Slavery assessment of product supply chains to the extent possible;
- Provides assessment transparency and gives a quick evaluation overview;
- Uses simple easy to understand colour keys to explain risks;
- Identifies Modern Slavery risks and how they are mitigated (or not);
- Promotes and recognises manufacturers and suppliers willing to be 100% transparent as the Leaders they are;
- Provides plain language explanations of any recognised or assumed Modern Slavery in the supply chain;
- Provides guidance on the 'level of reliability' attached to risk assessments undertaken from 'onsite audit' to 'research based' verification;
- Provides reporting suitable for aggregating into company level reports for companies caught by relevant Acts, especially for companies with large procurement portfolios and mandatory legislative reporting requirements.

The GreenTag MSD is ultimately the subject Company's Modern Slavery declaration on their product Supply chain and is declared as such by a competent public officers of the subject company.

2.0 Preparing MSD

GGT MSD are prepared after reviewing numerous documents including, but not limited to, the Australian Government's guidance for reporting entities, UK Modern Slavery Act, QLD HRA, Australian Council of Superannuation Investors' (ACSI) Modern Slavery Risks, Rights & Responsibilities, and ETI and ERGON's Managing Risks Associated with Modern Slavery: A Good Practice Not for the Private Sector. Verifications are undertaken by GGT Qualified Exemplar Global Lead Auditors and are reviewed by both the GGT Program Director (also a Qualified Exemplar Global Lead Auditor) and the subject Company's Executive Management.

3.0 Assessment

Global GreenTag will map product supply chain and collect evidence from the supply chain to the extent possible. Company and its suppliers are requested to submit their procurement policies, quality statements, corporate policies, employment policies and contracts, Non-conformance registers, Human Resource policies, Modern Slavery policy, etc. These documents are reviewed and an explanation on any identified MS issues is requested from company/supplier. Based on the information and further evidence received from Company and its suppliers, Global GreenTag will verify each supplier and determine their compliance to MS from 'Low Risk to 'Undetermined Risk', see table 1 for 5 scale code. The data quality of the supply chain assessment will be classified from 'Onsite audit' to 'No data available or Obscure Supply Chain', see table 2

Table 1: MS Risk Assessment of Supply Chains

| Risk Identified | Colour |
|--|--------|
| Best Practice Performance - Supplier has really strong policies in place to avoid Modern Slavery and reports transparently on any non-conformances. Suppliers have demonstrated history of strong positive performance outcomes achieved. Improvement on a previously non-compliant situation or the absence of negative impacts are not regarded as positive impacts. | +2 |
| Low Risk - Supplier has strong policies in place to avoid Modern Slavery and reports transparently on any non-conformances. Improvement on a previously non-compliant situation or the absence of negative impacts are not regarded as positive impacts. | +1 |
| Compliance - Supplier have no conflicting policies related to Modern Slavery. Suppliers are compliant to local laws and international ILO core 8 conventions. Any identified 'Modern Slavery non-conformances'* has been actioned and are committed to put stronger policies in place. | 0 |
| Medium Risk - Suppliers have commitment to avoid Modern Slavery. The identified local law non-conformances has been actioned and are committed to put stronger policies in place. The policies are improving. | -1 |
| High Risk - Suppliers identified with conflicting Modern Slavery policies in place and has high risk of potential MS activities or identified MS activities without any further actions to prevent it. Identified non-conformance to local law or MS without any actions to improve the situation. | -2 |
| Undetermined Risk (Risk Indeterminable) - No or insufficient data to conclusively determine Modern Slavery | -2 |

Table 2: Data Quality of Supply Chain Assessment

| Criteria | Data Source | | Timeliness | Representativeness |
|----------|--|--|---|--|
| | Primary Data | Secondary Data | | |
| +2 | Audit – Onsite | Report from well-established, well-documented reliable sources | Data from current period | Data directly from the company/ source/ supplier |
| +1 | Audited – Desktop. Statutory declarations with supporting documents as evidence | Report from a well-established, well-documented reliable source | Data from previous year | Data from other sites of the company in same region |
| 0 | Statutory declarations cross-checked with region based research/ secondary reports | Independent but similar claims made by various sources | Data from 2 years ago | Data from other sites of the company in other regions |
| -1 | Research based data | Research based data. Unverifiable claims found on websites, twitter, social media, etc | Data from 3 years ago | Data from other companies in same region/ area/ production conditions |
| -2 | No data available or Obscure supply chain. Assumption based | No data available or obscure supply chain. Assumption based | Timeline unknown or more than 3 years ago | Average country data / average industry data / data from third parties |

Above tables 1 and 2 are adapted and adopted from Social LCA methodology.

Executive Summary

Tier 1 (Direct) Suppliers

1 Tier 1 Suppliers out of 6 have publicly available policies or statements addressing modern slavery. The majority of the documentation found addresses modern slavery in the context of the UK Modern Slavery Act (2015) or the California Transparency in Supply Chains Act (2010). Some suppliers have code of conduct that specifically address modern slavery. For the 3 suppliers for which no information was found, assumptions were made based on the geographical location of the suppliers.

No relevant data was found on forced marriage however this aspect is not considered applicable here.

2 Tier 1 Suppliers out of 6 have publicly available policies regarding discrimination. 3 Tier 1 Suppliers out of 6 has policies regarding discrimination. 1 remaining suppliers there is insufficient data to conclusively determine the risk of discrimination.

1 Tier 1 Suppliers out of 6 have publicly available policies regarding equal remuneration. 1 Tier 1 Suppliers out of 6 has policies regarding equal equal remuneration. 3 Tier 1 Suppliers out of 6 suppliers, there is insufficient data to conclusively determine the risk of discrimination based only on geographical location.

1 Tier 1 Suppliers have policies addressing freedom of association and collective bargaining rights. 2 Tier 1 Suppliers out of 6 has policies regarding freedom of association and collective bargaining rights. 3 Tier 1 Suppliers out of 6 suppliers, there is insufficient data to conclusively determine the risk of discrimination based only on geographical location. 1 remaining suppliers there is insufficient data to conclusively determine the risk of freedom of association and collective bargaining rights.

Tier 2+ (Indirect) Suppliers

No relevant data was found from Indirect suppliers and hence the assessment was done based on assumptions and third party articles/data.

High Priority Tasks

- Obtain data and documentation from Tier 1 Suppliers for which no data was available on forced labour, trafficking in persons, servitude, debt bondage, deceptive recruiting labour or services, worst forms of child labour.
- Obtain data and documentation from Tier 1 Suppliers for which no data was available on discrimination, equal remuneration, freedom of association and collective bargaining.

Whistleblower Provisions? No

Global GreenTag International Pty Ltd (Global GreenTag) is not a medical professional organisation. Global GreenTag does not purport to provide medical advice, and makes no warranty, representation, or guarantee regarding the declaration that it provides in relation to any allergies, chemical sensitivities or any other medical condition, nor does Global GreenTag assume any liability whatsoever arising out of the application or use of any product or piece of equipment that has been chemically assessed by Global GreenTag.

The chemical assessments carried out provide transparent information peer reviewed by a consultant toxicologist regarding the chemical make-up and ingredients of certain materials and products, but such assessments are not to be taken as any form of medical assessment or health advice and are not targeted towards providing specific solutions to allergenic conditions or any other type of medical concerns.

Users must carry out their own investigations if they are concerned about specific medical conditions and the impact of certain products or ingredients in relation to specific medical concerns.

Global GreenTag takes no responsibility and is not liable in any way with respect to any medical or health issues arising from a person's use of materials or products that have been chemically assessed by Global GreenTag. Global GreenTag shall not be liable for any direct, indirect, punitive, incidental, special or consequential damages to property or life whatsoever, arising out of or connected with the use or misuse of any materials or products that have been assessed by Global GreenTag.

Table3: Applicant: New Age Veneers

3.1 Assessment for Slavery (including deceptive recruiting for labour or services, trafficking in persons, servitude, forced labour, forced marriage and Debt bondage).

| Component | Assessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | New Age Veneers commitments/ goals |
|-----------------|----------|-----------------|------------------------------------|--|------------------------------------|
| Engineered wood | 100% | Y | 0 The company has policy in place. | +1.33 Current primary data directly from the company | Y |

3.2 Assessment for Child labour

| Component | Assessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | New Age Veneers commitments/ goals |
|-----------------|----------|-----------------|------------------------------------|---|------------------------------------|
| Engineered wood | 100% | Y | 0 The company has policy in place. | 1.33 Current primary data directly from the company | Y |

3.3 Assessment for Discrimination

| Component | Assessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | New Age Veneers commitments/ goals |
|-----------------|----------|-----------------|------------------------------------|---|------------------------------------|
| Engineered wood | 100% | Y | 0 The company has policy in place. | 1.33 Current primary data directly from the company | Y |

3.4 Assessment for Equal Remuneration

| Component | Assessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | New Age Veneers commitments/ goals |
|-----------------|----------|-----------------|--|----------------------|------------------------------------|
| Engineered wood | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |

3.5 Assessment for Freedom of Association

| Component | Assessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | New Age Veneers commitments/ goals |
|-----------------|----------|-----------------|--|----------------------|------------------------------------|
| Engineered wood | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |

Table 4: DIRECT SUPPLIERS: New Age Veneers

4.1 Assessment for Slavery (including deceptive recruiting for labour or services, trafficking in persons, servitude, forced labour, forced marriage and Debt bondage).

| Component | No. of Suppliers | As-sessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | Company commitments/ goals |
|----------------------------|------------------|-----------|-----------------|---|---|----------------------------|
| Olefin film | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| EO MR MDF | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Adhesive | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Black laminate | 1 | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |
| Double sided self adhesive | 1 | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |

4.2 Assessment for Worst forms of Child Labour

| Component | No. of Suppliers | As-sessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | Company commitments/ goals |
|----------------------------|------------------|-----------|-----------------|---|---|----------------------------|
| Olefin film | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| EO MR MDF | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Adhesive | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Black laminate | 1 | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |
| Double sided self adhesive | 1 | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |

4.3 Assessment for Discrimination

| Component | No. of Suppliers | As-sessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | Company commitments/ goals |
|----------------------------|------------------|-----------|-----------------|---|---|----------------------------|
| Olefin film | 1 | 100% | Y | -1 The company has policy in place. | +1.33 Current primary data directly from the company | Y |
| E0 MR MDF | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Adhesive | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Black laminate | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Double sided self adhesive | 1 | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |

4.4 Assessment for Freedom of Association

| Component | No. of Suppliers | As-sessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | Company Name commitments/ goals |
|----------------------------|------------------|-----------|-----------------|---|---|---------------------------------|
| Olefin film | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| E0 MR MDF | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Adhesive | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Black laminate | 1 | 100% | Y | -2 No data available | -2 No data available | Pending |
| Double sided self adhesive | 1 | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |

4.5 Assessment for Equal Remuneration

| Component | No. of Suppliers | As-sessed | Full Compliance | Risk Assessed Outcome | Data Quality Outcome | Company Name commitments/ goals |
|----------------------------|------------------|-----------|-----------------|---|---|---------------------------------|
| Olefin film | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | -2 No data available | Pending |
| EO MR MDF | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Adhesive | 1 | 100% | Y | 0 The company has policy in place. ILO ratified. | +1.33 Current primary data directly from the company | Y |
| Black laminate | 1 | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |
| Double sided self adhesive | 1 | 100% | Y | -1 Assumed, strong secondary data is available from reliable sources | -2 No data available | Pending |

Limitations & Uncertainties:

1 suppliers found at high or undetermined risk due to:

- Lack of data or poor data quality