

Impact Report

2026



ABODO

Welcome to the first ever Abodo® Impact Report



○ COVER
Heron House by Pac Studio
Auckland, New Zealand
Image — **Samuel Hartnett**

○ Salty Cabins by Salty Builds
Byron Bay, Australia,
Image — **Salty Builds**





Every journey towards sustainability is a work in progress, and ours is no exception. This first Abodo® Impact Report captures the steps we've taken so far, the challenges we're still navigating, and the proof points that show how our words line up with our actions. We're offering transparency rather than claiming perfection.

We're inviting you to join us in the New Growth™ movement. By doing so, you're actively protecting ancient, old growth forests; once these rare and precious ecosystems are gone, they're gone forever. By innovating and creating rapidly renewable alternatives, we can build beautifully today and protect what matters most.

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A Word from Abodo's Managing Director + Founder



Managing Director + Founder

Daniel Gudsell

As Abodo presents our first Impact Report, I'm proud to share how our commitment to innovative design and responsible forestry continues to shape every decision we make.

This report marks a pivotal moment for us. With climate challenges intensifying and consumer expectations evolving, we've doubled down on our mission: transforming timber design with sustainable, innovative, rapidly renewable alternatives that supersede old growth. Our products are designed to age with grace, not guilt — engineered from rapidly renewable species, thermally modified for longevity, and grown by local foresters committed to doing better.

2025 was an exciting year for us, with a significant amount of New Growth™ and several notable milestones. A few of my favourites are:

Abodo Ohinewai

New Product Innovation

Local Impact

Increasing our Impact: Stage One of Abodo Ohinewai is complete with the addition of 12,000m³ per annum of manufacturing capacity in high quality finished products.

As an output of years of research, followed by extensive testing to international standards, we created Abodo Vaaro® Fire — an extreme performance feature timber and a world first timber innovation.

Small scale positive activism, including our pest trap collaboration with Pan Pac Forest Products to protect native habitats.

Sustainability is never static. It's a journey and a challenge to do better, think deeper, and act bolder. We know that true progress comes from collaboration, and we're grateful to our partners, foresters, customers, and team members who share our vision for a low carbon, high performance future.

As we look ahead, our focus remains clear: to lead by example, to innovate responsibly, and to ensure that every board of Abodo wood tells a story of regeneration, not depletion.

Thank you for walking this path with us.

A handwritten signature in black ink, appearing to read 'Daniel Gudsell'.

Daniel Gudsell

Standing for Forests – Our Purpose



○ Night Light by Fabric
Banks Peninsula, New Zealand
Image – Nancy Zhou

Our purpose and values are more than just words on a page. They guide our decisions, inform our relationships, keep us accountable to the bigger picture, and shape how we want to do business in the world. Together, they reflect who we are and keep us focused on what we stand for – not just creating quality timber, but doing it in a way that's thoughtful, responsible, and future focused.



We exist to make feature timbers that stand for something

○ Ruahine Range
Manawatu-Wanganui, New Zealand
Image — Luca Calderone

To protect irreplaceable forests
through innovation in timber
and being champions for better
forestry practices.



Guided by Values

Our company values guide our behaviours and operations, and we are committed to working with values aligned partners who think and act in the same ways. We believe that when we are aligned, we're much more likely to develop meaningful relationships that result in a more sustainable long-term business, and further support our commitment to global sustainability efforts, aligning closely with our United Nations Sustainable Development Goals. We deliver on our purpose by embodying this core set of values;

Solve Problems

We provide solutions to our customers' problems and our own internal problems with a spirit of innovation.

Take Pride

We don't take chances. We ensure that we are a reliable supplier of carefully crafted products and services.

Champion People

Our solid bond helps to create a Better Tomorrow for everyone. Be there for your team, show up, and own your role. Be bold, share your voice.

Propel Change

Our impact is to make a difference. We go beyond sustainability in the way we work. We leave things better than where we found them.

How we Keep Sustainability on Track

At Abodo, sustainability is about standing for something bigger than the products we craft. Having a clear, structured framework helps us stay focused, keep ourselves accountable, and report our progress with confidence. We take a well-rounded approach to sustainability by using Environmental, Social and Governance (ESG) standards, and we align these pillars with the United Nations' Sustainable Development Goals (UNSDGs). ESG gives us a clear structure to set goals, make decisions and track our progress, not just environmentally, but across the way we operate as a whole. The UNSDGs help connect our efforts to a bigger global picture, showing how what we do here supports long-term environmental goals around the world.



Environmental UNSDG 12 13 15

This pillar addresses how we're acting as a responsible steward of the natural environment. It encompasses key issues such as climate change, greenhouse gas (GHG) emissions, deforestation, sustainable resource use, biodiversity loss, and pollution prevention.



Responsible Consumption and Production

We're committed to reducing timber waste through circular design principles and efficient resource use. This includes promoting product longevity and recyclability and designing for end-of-life reuse. We also prioritise water efficiency, lean manufacturing processes, and continuous innovation to reduce material waste and environmental impact across our operations.



Climate Action

Abodo actively works to reduce our carbon footprint through clean and renewable energy initiatives. We strive to improve freight and logistics efficiencies with goals to move towards clean fuel alternatives. These actions support broader climate targets and contribute to a lower embodied carbon profile for our timber products.



Life on Land

New Growth™ Feature Timbers sourced from global gold standard plantation forests are the core of Abodo's business. Our timber comes from responsibly managed Forest Stewardship Council® certified forests, which support the protection of ancient old growth, irreplaceable forests and biodiversity protection projects. Additionally, Abodo's heat tempering process is chemical-free to minimise environmental impact.

Social UNSDG ③⑧⑪

This pillar addresses our impact on people, culture and communities. It covers areas such as employee wellbeing, inclusivity, human rights, and ethical supply chains, ensuring that our business operations contribute positively to society at all levels.



Good Health and Wellbeing

Abodo is committed to a Better Tomorrow for employees by fostering a safe, healthy and supportive working environment. The company prioritises employee wellbeing through robust health and safety practices and initiatives that promote mental and physical wellness. Employee satisfaction and professional development are also key areas of focus, helping to build a motivated and resilient workforce.

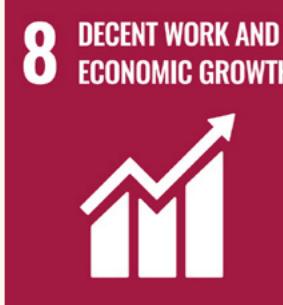
Governance UNSDG ⑨⑯

This pillar focuses on how Abodo is directed and managed. It encompasses corporate governance practices such as ethical leadership, Board oversight, executive accountability, transparent business practices, and the responsible management of stakeholder relationships.



Industry, Innovation and Infrastructure

Our governance practices reflect our commitment to innovation and continuous improvement. Significant investment is made in research, development, and product testing to ensure that Abodo remains at the forefront of sustainable timber. By leading in innovation, we strengthen industry standards and contribute to the advancement of sustainable building technologies and materials.



Decent Work and Economic Growth

Our governance practices reflect our commitment to innovation and continuous improvement. Significant investment is made in research, development, and product testing to ensure that Abodo remains at the forefront of sustainable timber. By leading in innovation, we strengthen industry standards and contribute to the advancement of sustainable building technologies and materials.



Partnerships for the Goals

Responsible leadership is central to Abodo's governance approach. The company upholds high ethical standards, ensuring that all suppliers and partners align with our values on human rights, environmental stewardship, and fair business practices. Transparent collaborations and strategic partnerships help advance shared sustainability goals, reinforcing Abodo's credibility and resilience.



Sustainable Cities and Communities

Abodo designs and manufactures high performance timbers that are highly durable and have a long lifespan, contributing to healthier, more sustainable buildings. By offering chemical-free, heat tempered, and responsibly sourced timber, Abodo supports the development of safe and sustainable homes while reducing environmental impact. Our commitment to innovation and industry leadership helps shape a built environment that benefits both people and planet.

New Growth™ Feature Timbers

Many of us gravitate towards the rich warmth and calming presence of timber in our homes and workspaces, but carefully selecting where and how we source that timber is crucial for our natural environment. We believe that ancient old growth forests are precious and need to be protected. That's why we're leading a timber revolution by creating responsibly produced, rapidly renewable New Growth Feature Timbers. The best part is that they rival the beauty and durability of old growth timber.

© Pahi House by Pac Studios
Kaipara Harbour, New Zealand
Images — David Straight



What is Old Growth, + Why Does it Matter

Old growth forests—sometimes also called primary, natural, virgin, native, or Indigenous forests—feature mature trees, abundant biodiversity, and critical habitats for wildlife and native flora and fauna.

These revered and ancient ecosystems can be thousands of years old and include the tropical rainforests of Asia, Africa, and South America; Western Red Cedar in Canada; and the protected native forests of Australia.

Their age and complexity mean that old growth forests can support a staggering diversity of wildlife while also providing a tangible, living link to the past. The environmental, cultural and ecological benefits they provide are huge, including carbon sequestration, improved air and water quality, cultural and medicinal significance for Indigenous communities, increased climate resilience, and habitats for threatened and endangered species.

Simply put, once lost, these natural treasures can never be replaced.

New Growth Timbers are the Future

Timber plays an essential role in New Zealand's local and export economy, particularly in relation to the growing demands of our building industry amid a critical housing shortage. To maintain that production pipeline while preventing the destruction of old growth forests and protecting the important biodiversity and ecosystem benefits they provide, we must innovate and create sustainable alternatives. New Growth, rapidly renewable forests—sometimes also called planted, managed or plantation forests—are part of the solution. These purpose-grown forests are fast-growing, designed to regenerate, and carefully managed to minimise environmental impacts.

Planted pine forests can provide many long-term ecosystem services such as carbon sequestration, timber, recreation, water regulation, and soil stabilisation. Well-managed planted forests can maintain or even improve soil health while supporting a diverse range of wildlife, including endangered species.

In New Zealand, most of our New Growth forests are Radiata. These carefully selected trees are ready for harvest in as little as 27 years and are one of the most effective species for carbon storage. This is due to Radiata's fast growth and high yield; by the time it is harvested, a hectare of Radiata will, on average, have sequestered 488-779 tonnes of carbon dioxide. These forests, when well-managed, offer infinite potential for carbon sequestration, with trees felled for timber products becoming carbon stores and then being replaced by new trees that can fulfil the same role.

© Cantilever House by Patrick Brian Jones
Washington DC, USA
Image — Jennifer Hughes



Forest Stewardship Council® (FSC®) Certified Timbers

To ensure that we are doing the best we can for the natural environment, Abodo sources our New Growth timbers through forestry partners who are FSC certified. This means that they are committed to responsible timber production that preserves biological diversity and a range of wildlife habitats while protecting local water sources from erosion and contamination. Not only are FSC champions of the forest; their practices benefit the lives of local people and workers, ensuring they sustain economic viability.

Enhanced with Innovation

Once harvested, Abodo enhances our timbers with a unique heat tempering and vertical grain technology. These innovative processes transform New Growth timbers to significantly improve durability, stability, and weather resilience.

Shared Responsibility

It is the collective responsibility of producers and consumers to conserve the world's unique biodiversity and natural environment. When you specify New Growth Feature Timbers, you're part of a bigger movement, building a better legacy for generations to come.

Creating Value— Every Step of the Way

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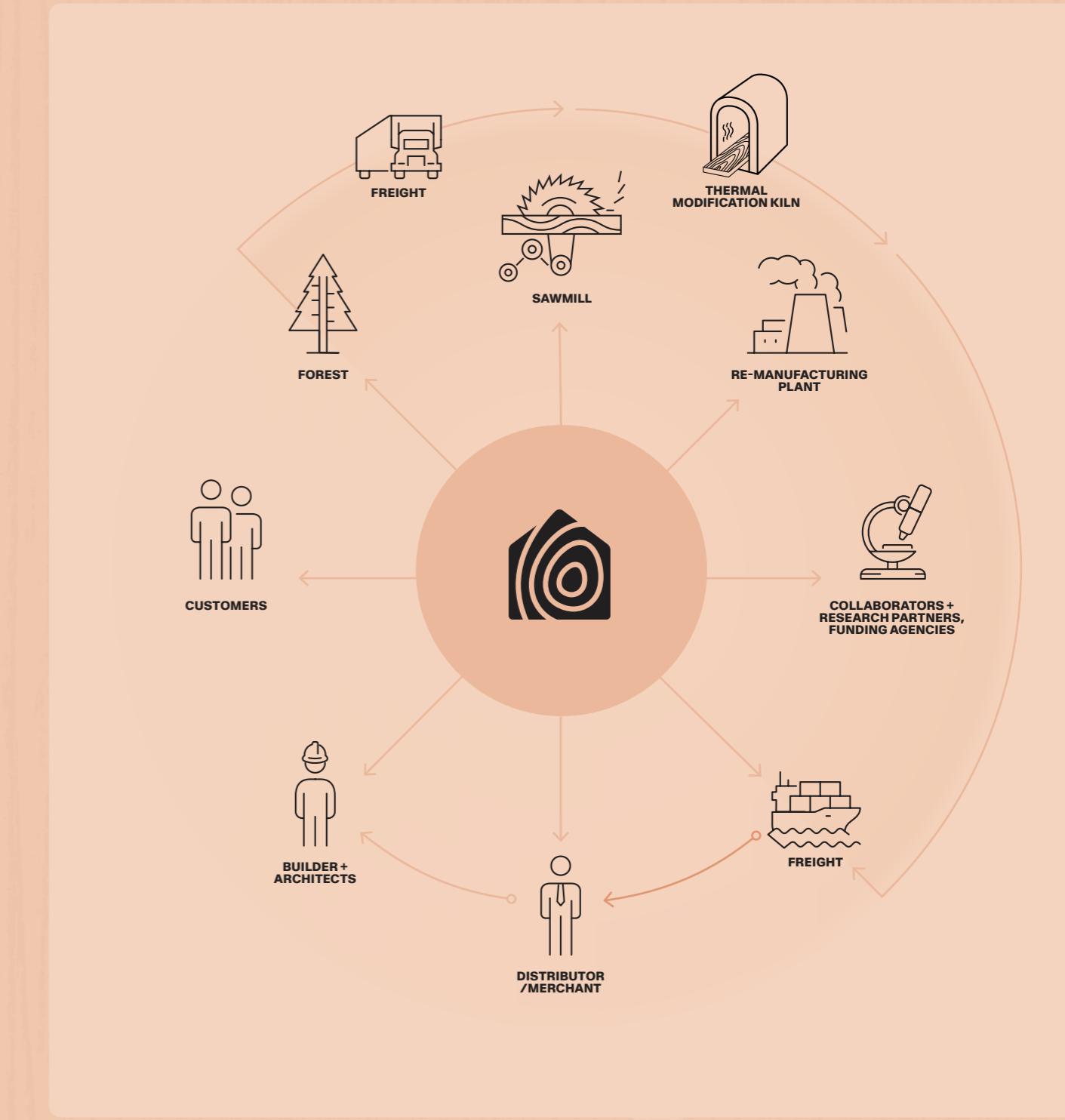
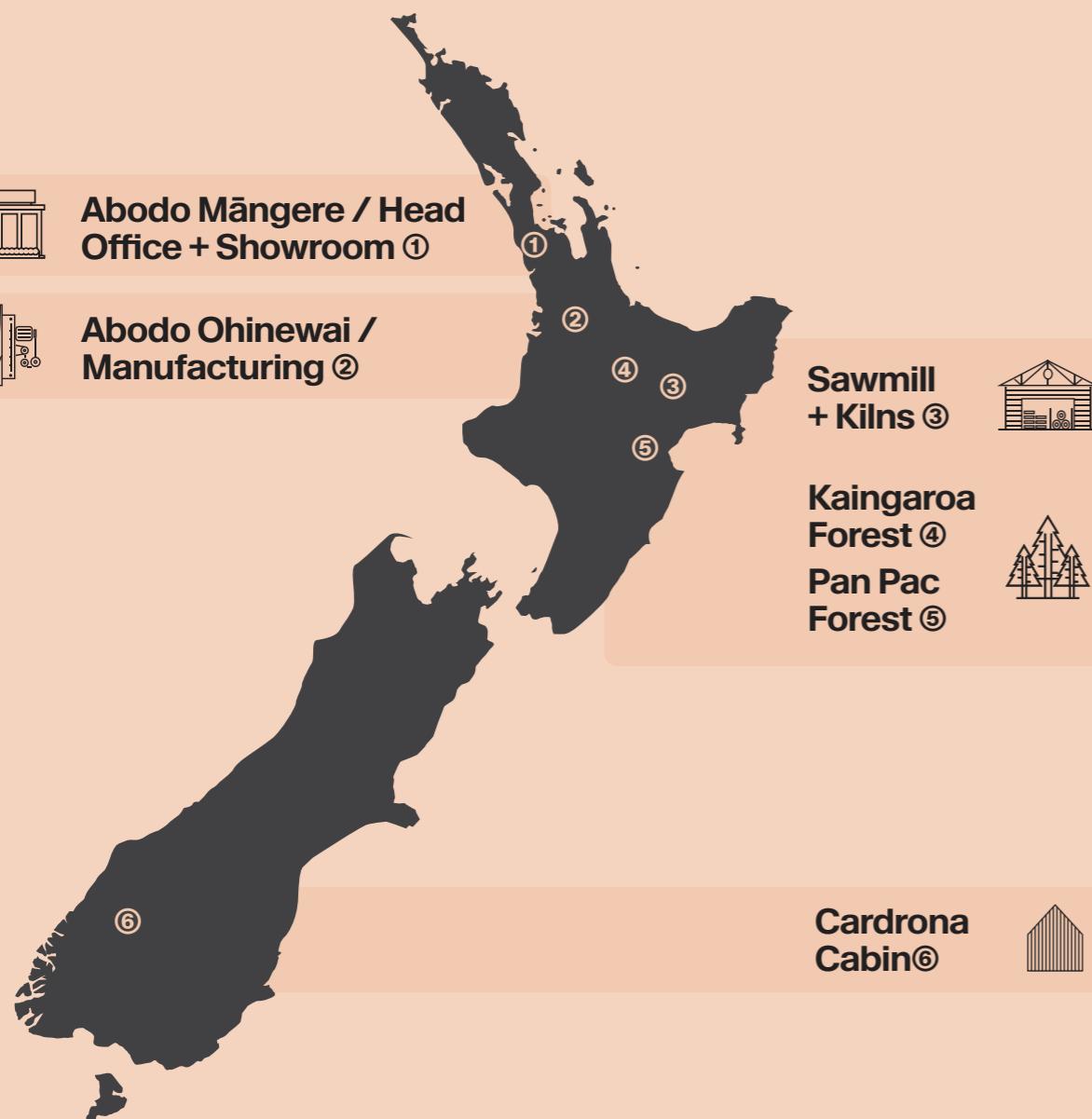
When you choose Abodo®, you're choosing more than timber. You're choosing a journey of how it's grown, crafted, and brought to life.

Our value chain is built on the principles of United Nations Sustainable Development Goal (UNSDG) Number 15: Life on Land.

That means that every tree is grown in a responsibly managed plantation, designed to replenish quickly and nurture the biodiversity around it. From there, the journey continues through careful hands—people who share our commitment to doing things the right way.



© Dunlop Hub by Dunlop Builders and Pac Studio
Wānaka, New Zealand
Image — Chris Lea



Abodo Locations

Our Value Chain

Forest Stewardship Council® — Championing Forests for All Forever

The world's forests are disappearing fast, with deforestation responsible for 10-15%^[1] of all global greenhouse gas emissions — more than the total global transport sector. But it doesn't have to be this way. When managed responsibly, plantation New Growth™ forests can help protect wildlife, keep waterways clean, and take pressure off irreplaceable old growth forests. This is where we choose to make our impact, by supporting forestry that gives back more than it takes.

Forest Stewardship Council® (FSC®) is a global not-for-profit founded in 1993. FSC sets rigorous standards for sustainable forest management, ensuring that environmental, social, and economic values are balanced. Its framework includes unique, globally consistent requirements for protecting biodiversity making it one of the most stringent commercial forestry standards available.

FSC is the only forest certification system that requires forest managers to identify, maintain, and enhance High Conservation Values (HCVs). These include old growth and other rare or threatened forest ecosystems, species and habitats, and critical ecosystem services. Forest managers must map biodiversity, identify and protect habitat corridors, and dedicate a proportion of their forest primarily to conservation.

FSC certified forests are managed to avoid, repair, or mitigate negative environmental impacts. Conversion of natural forests to plantations or non-forest uses is strictly prohibited, and restoration of native ecosystems, natural watercourses, and buffer zones is required. FSC also places restrictions on hazardous chemicals, prohibiting the use of most highly hazardous pesticides.

Through these robust measures, FSC ensures that forest management maintains and enhances biodiversity, safeguards vital ecosystem services, and supports forest-dependent communities — helping to secure the long-term health and resilience of the world's forests.

Companies that buy timber-based products and demand credible certification have played a significant role in increasing the area of forest being sustainably managed. In New Zealand 1,318,888 ha is FSC certified. By purchasing FSC certified products, companies and consumers can make a difference for future generations.

We've been FSC certified for over 16 years, protecting ancient old growth forests by sourcing rapidly renewable timber from FSC certified plantation forests, and we're all in on keeping it that way. It's a key part of how we do better by nature. We commend our timber partners and their commitment to FSC standards, especially around sustainability and biodiversity.

[1] [The Effects of Deforestation on Global Carbon Emissions | Live to Plant](#)

FSC® CO10962. Ask for our FSC certified products.



Abodo's long-standing leadership as an FSC® Chain of Custody certificate holder plays an important role in strengthening responsible forestry here in Aotearoa. By sourcing FSC® certified materials, they support forest managers who protect biodiversity, uphold community and cultural values, and ensure our forests continue to thrive for generations to come.

CEO,
FSC AUSTRALIA
AND NEW ZEALAND

Melanie Robertson

A Haven for Native Species

New Zealand's lush natural environment features a wealth of unique plant and animal species that rely on the delicate, interconnected habitats of old growth forests to thrive.

The rich biodiversity of these centuries-old ecosystems provides us with clean air and water, healthy soil, abundant flora and fauna, and critical climate resilience. But what many may not know is that New Growth forests can offer similar biodiversity benefits by protecting old growth forests and providing vital habitats for some of our most prized native species.

Meet the Neighbours

Planted, New Growth forests are often misunderstood; we've all heard pine criticised as an invasive species. When you look a little deeper, you'll find that a well-managed plantation forests — in addition to being a critical source of fibre, building material, and jobs — can offer fantastic environmental benefits, including carbon sequestration, air and water filtration, and a refuge for wildlife. Here are just a few of the species that are making their homes in the FSC certified forests where Abodo sources our New Growth Feature Timbers.

Doing Our Part

Our partners at Pan Pac Forest Products, who produce Radiata in Hawkes Bay, are working to support vulnerable kārearea and protect them from the impacts of development and forestry by tracking their movements on the Survey 123 app so workers can provide a buffer, ensuring that the areas around nests are protected from any operations. Likewise, our partners at Kaingaroa Tipu work closely with Wingspan to monitor and manage kārearea populations, ensuring that falcon chicks are cared for until they fledge.



The Threatened Kārearea New Zealand Falcon

The kārearea, New Zealand's most threatened bird of prey, has been seen nesting and breeding in plantation forests since the 1930s. Their presence is most notable in the Radiata of Kaingaroa Forest in the Bay of Plenty, where much of Abodo's timber is sourced, they have been documented in managed forests throughout both the North and South Island. These majestic "bush falcons" appear to be selectively choosing younger, cut-over areas — where planted pine trees have been harvested — which provide rich and thriving habitats, both before and after harvest.



The Rare + Fierce Whio Blue Duck

Whio are unique to New Zealand and, with fewer than 3,000 individuals left in the wild, are now even rarer than some species of kiwi. Forest managers in the central North Island and along the West Coast have noted that planted forests are attracting whio from neighbouring conservation estates, largely due to the healthy waterways and robust pest management systems associated with New Growth forests. New Zealand's 1.7m hectares of planted forests (90% of which are Radiata) contain more than 24,000km of streams that provide high-quality water to downstream users and attract native birdlife like the whio.



The Mythical Pekapeka New Zealand Bat

Our native bats are unique to Aotearoa (New Zealand), where they roost, feed, travel and rest in planted forests throughout both the North and South Island. These symbolic creatures are known in Māori folklore for their connection to the spiritual realm and the spirits of the ancestors. Long-tailed pekapeka have been documented in at least 26 New Growth forests, with widespread prevalence in Kinleith Forest in South Waikato, where they have been established through clear-fell harvests of two crop rotations already.



A National Treasure The Iconic Kiwi

Plantation forests provide an increasingly important habitat for our treasured kiwi, with soil that is damp enough for them to probe into and pine needle cover that offers an easy and convenient hunting ground for food. Planted Radiata forests do not fruit, which means that they attract fewer predators to threaten the precious, endemic kiwi. The wood debris produced by pine harvesting also creates an ideal habitat and ecosystem for insects, one of the kiwi's primary food sources. In some cases, kiwi have actually migrated from old growth forests into managed Radiata forests, with these plantation areas now home to thriving populations of kiwi.



Forestry for the Future

The forests we source from are more than just resources. They're incredible living places full of interconnected stories. We rely on them for fibre and industry, but they rely on us just as much. At Abodo, we see ancient old growth forests as living treasures that need protection; New Growth forests also require careful management to nurture biodiversity and support local communities. That's why we team up with FSC certified producers who share our passion for forestry with a future. Because standing behind the forest means standing for something bigger than timber.



Pan Pac Forest Products

An important source for Abodo's New Growth Feature Timbers, Pan Pac is the largest forestry grower in Hawkes Bay, with a total forest area of about 35,000 hectares, 80% of which is on iwi (Indigenous) owned land. Pan Pac's parent company, Oji Group, was founded in 1873 and operates worldwide. Their philosophy is to maintain harmony with nature and society, which means they're consistently seeking out measures to reduce the environmental burden at manufacturing sites.

In 2020 Oji Group created their Environmental Vision 2050, which Pan Pac has used as inspiration for their own New Zealand-based sustainability framework and their 2022 and 2025 Sustainability Reports. These reports align with the United Nations' Sustainable Development Goals (UNSDGs) and outlines current performance as well as the projects that are planned and underway at Pan Pac sites.

Pan Pac achieved FSC certification in December 2001, guaranteeing that their Radiata products come from responsibly managed sources. Their forests sequester 1.2 million tonnes of carbon a year, four times the amount of CO₂ that their manufacturing operations emit. Their forests include over 5,000ha of reserve area, including wetlands and native bush.

Some of Pan Pac's key environmental commitments include:

- Protecting biodiversity and threatened species in woodlots and waterways
- Working alongside iwi and forest owner partners to continually develop and maintain sustainable forest management practices
- Confirming wetland delineations and ensuring that planted forests do not encroach on these important areas for native flora and fauna
- Safeguarding ecological health and functionality
- Development of native reserve and forest areas

Kaingaroa Tipu

At almost 200,000ha, the Kaingaroa Tipu (formerly Timberlands) managed Kaingaroa Forest in the Bay of Plenty region is one of the largest New Growth forests in the Southern Hemisphere and a key source of Radiata for Abodo. Kaingaroa Tipu is committed to sustainable supply practices, as evidenced by their certifications by the FSC and the Responsible Wood NZ Standard for Sustainable Forest Management.

As part of Kaingaroa Tipu's pledge for biodiversity and the maintenance of their FSC certification — which, as of 2023, requires 10% of any New Zealand plantation forest to be set aside as a native reserve — Kaingaroa so far contains 28,171 hectares of native conservation area. This includes tussocked, hilly areas as well as old growth trees and vegetation. A recent project involves working with local iwi to establish native plantings, beginning with kanuka as a cover crop around pa sites (traditional fortified villages) and riparians in the catchments of Waitahanui and Rotoehu.

Kaingaroa Tipu's Restorative Development Goals are closely aligned with the UNSDGs. Their focus is on regenerating natural resources, supporting communities, and preserving the local environment.

By 2050, Kaingaroa Tipu's aims to:

- Achieve a positive carbon balance
- Increase natural biodiversity
- Confirming wetland delineations and ensuring that planted forests do not encroach on these important areas for native flora and fauna
- Protect and restore cultural values
- Improve freshwater health
- Eliminate production waste and pollutants
- Promote strong and transparent governance

⑩ Myths About Planted Pine Forests

1

Forests are not a sustainable use of land

Forests (both native and planted) provide many ecosystem benefits, including timber, fibre, recreation, water regulation, biodiversity, and soil stabilisation. They are also an excellent source of carbon sequestration. Pan Pac Forest Partners, one of Abodo's key timber sources, reports that their managed forests sink more than four times the amount of CO₂ emitted by their operations.

2

Planted forests are bad for soil health

Evidence suggests that well-managed planted forests can maintain or improve soil health. Depending on how trees are harvested, foresters can control the quantity of nutrients removed, with no impact on the long-term productivity of the site. Disrupting soil in the harvesting process can be beneficial, bringing unweathered material and subsoil to the surface.

3

Monoculture forests lack biodiversity

Planted forests support a diverse range of wildlife, birds and plants. They are home to many species, including endangered and New Zealand native species, such as kiwi, kārearea (New Zealand falcon), kōura (freshwater crayfish), and huhu beetles.

4

Pine trees are bad for nearby waterways

Streams in mature planted forests typically have high water quality, like those in native forests. All forests reduce sediment in waterways, particularly when compared with scrub or grassland.

5

Pine trees acidify soil

New Zealand's soils are generally young and naturally acidic, with low levels of nitrogen, phosphorus and sulphur. Radiata forests are usually established on less fertile, steeper land with poor quality soil that makes it unsuitable for agricultural and horticultural use, and they can improve that soil quality.

6

Radiata is bad for the environment

Radiata is rapidly renewable, with a tree being ready for harvest in around 27 years. Some planted forests in New Zealand are already on their second, third or fourth rotation without negatively impacting site productivity. Previous research has shown there is more biodiversity in planted forests than in pastures and other productive land uses.

7

Planted pine is worse than agriculture

Over the past 40 years, the practice of establishing planted forests on historical pasture has increased. In doing so, farmers have seen significant improvements in nearby water quality indicators, including better sediment and nutrient concentrations and reduced microbial contamination. On balance, planted forests are ecologically closer to native forests than any other productive systems we have in New Zealand, including food production and dairy farming.

8

Planted forests damage ecosystem health

From ground level, it is easy to take a macroecological view of a planted forest that has little understory and assume this is the result of damage to the health of the ecosystem. However, it is deliberate. Most Radiata forest plantations are designed to close the canopy early, capturing the sun's energy to produce wood, but they still support the thriving soil microorganisms that live underneath, as well as other flora and fauna that prefer a forest environment.

9

Pines monopolise ground moisture

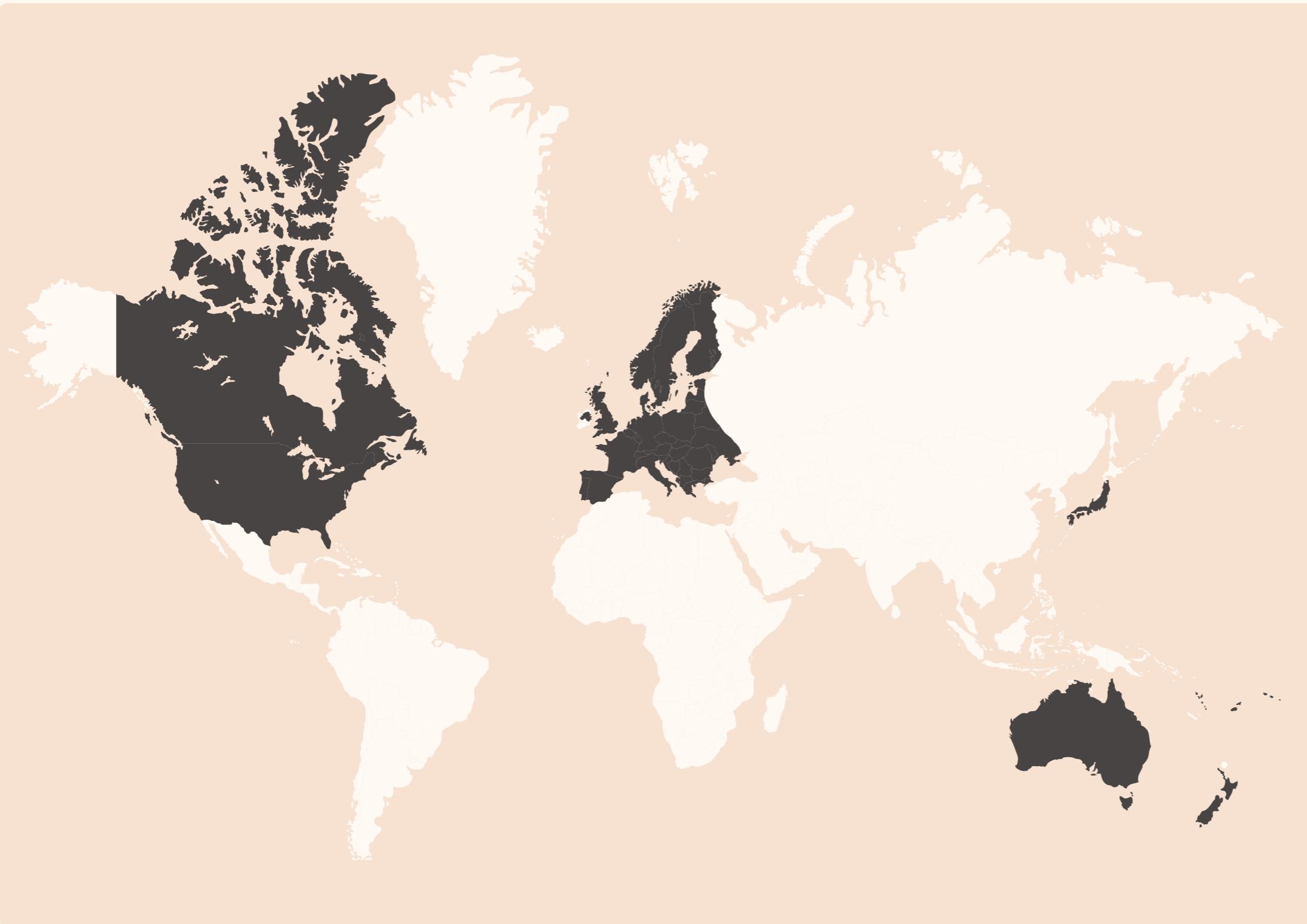
Forests can help recharge nearby aquifers and maintain groundwater flow in dry seasons, contributing to the security of water resources downstream. The deep roots of planted forests can also bind soil and slow slip movement, reducing erosion and decreasing run-off.

10

Pine forests are taking over native forest

Native forests in New Zealand have been heavily protected since the 1980s when the New Zealand Forest Accord came into effect and stopped the practice of felling native trees to make way for exotic forests. Planted Radiata forests help further protect New Zealand's native forests and provide an alternative, sustainable source of timber by reducing the need to import timber from old growth forests elsewhere in the world.

Our Distribution Partners



Abodo sells New Growth™ Feature Timbers in 35 countries around the world, with key distribution partnerships in New Zealand, Australia, the Pacific Islands, North America, Europe, and Asia.

We partner with distributors who share our vision for a future where timber is grown and crafted with care and who see the value in telling that story to their own communities. From long-standing relationships here in New Zealand to trusted networks overseas, these partners are the reason our timbers can find their way into projects that inspire, protect and endure.

With full sales support and distribution throughout New Zealand and export volumes now regularly exceeding the equivalent of 200 shipping containers a month, we're confident that our supply chain is not only robust but also rooted in shared values. After all, the right partnerships don't just move timber; they carry forward a philosophy of building for generations.

Taking Action for the Climate

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At Abodo, we're always looking for smarter ways to shrink our carbon footprint — from moving towards using more clean, renewable energy to making our freight and logistics more efficient.

It's all part of our commitment to United Nations Sustainable Development Goal Number 13: Climate Action. Each step we take to cut the embodied carbon for our timber products moves New Zealand closer to its climate goals and helps to preserve our natural environment for generations to come.



Defining Our Carbon Footprint

To get a true picture of our impact, we asked an independent third-party to measure our carbon footprint* using the Greenhouse Gas Protocol, the international standard for emissions reporting.



This assessment looked at our Scope One, Two and Three emissions, from the fuels we use, to the energy that powers our operations, and the wider impact of our value chain. Because this is our first year of reporting, it marks an important starting point.

SCOPE ONE

13.07 tonnes CO₂e
direct from our owned sources.

Our direct emissions are our lowest contribution and come mainly from on-site fuel use. We are taking a closer look at where this fuel is used, whether in forklifts, machinery or company vehicles, and are exploring opportunities to transition to electric or biofuel alternatives. Our goal is a 42% reduction by 2030 from our 2024 baseline, and net zero by 2040. It's an ambitious target, but one that keeps us focused on tangible, practical change within our own operations.

Our goal is a 42% reduction by 2030 from our 2024 baseline

SCOPE TWO

90.66 tonnes CO₂e
from purchased energy.

These emissions come from the electricity that powers our sites, and this is one area we can act on quickly. By switching all operations to 100% renewable electricity by 2027, we're aiming to reduce our Scope Two emissions to zero within just a few years.

Our goal is to switch to 100% renewable electricity by 2027

From here, we can track our progress, set meaningful reduction goals, and play our part in the global effort to limit warming to 1.5–2°C and reach net zero by 2050.

SCOPE THREE

18,533.31 tonnes CO₂e
indirect across our value chain.

The vast majority of our emissions come via our value chain through timber purchased from our suppliers, and freight and transport making up the rest. Our goal is to reduce Scope Three emissions intensity by at least 25% by 2030, working closely with our suppliers and partners to set clear, achievable reduction plans. Collaboration will be key to making real progress.

Our goal is to reduce Scope Three emissions intensity by at least 25% by 2030

Achieve net zero emissions by 2050

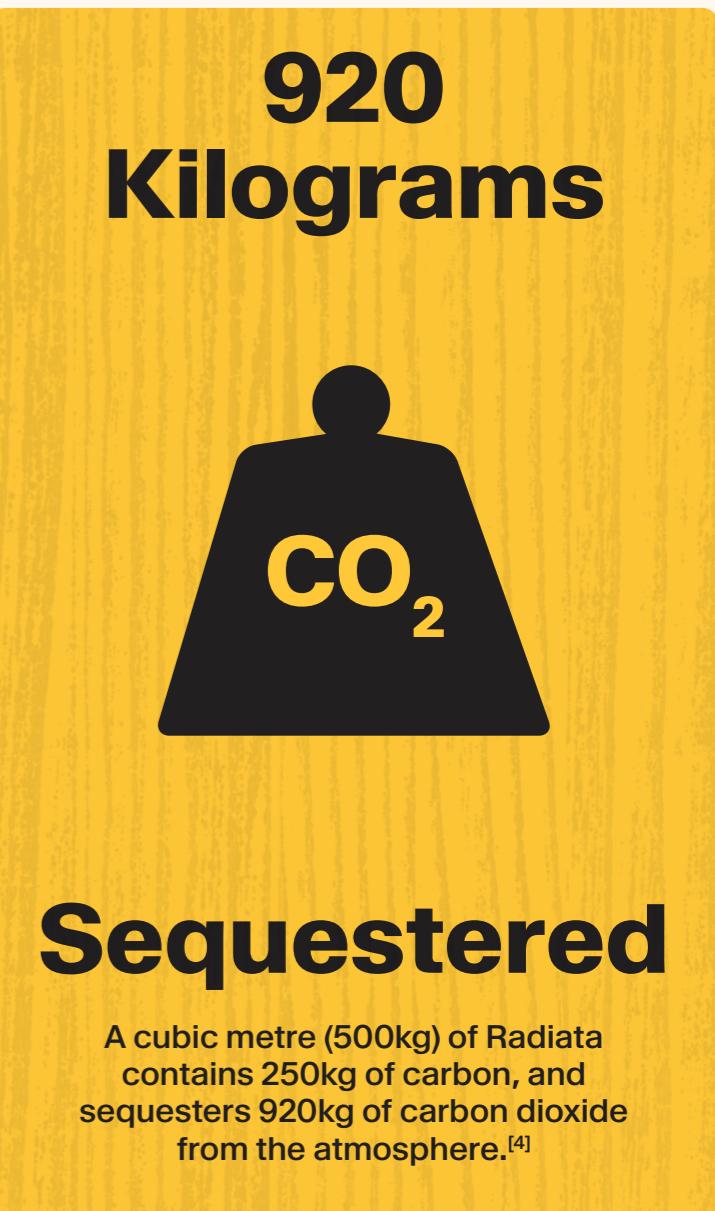
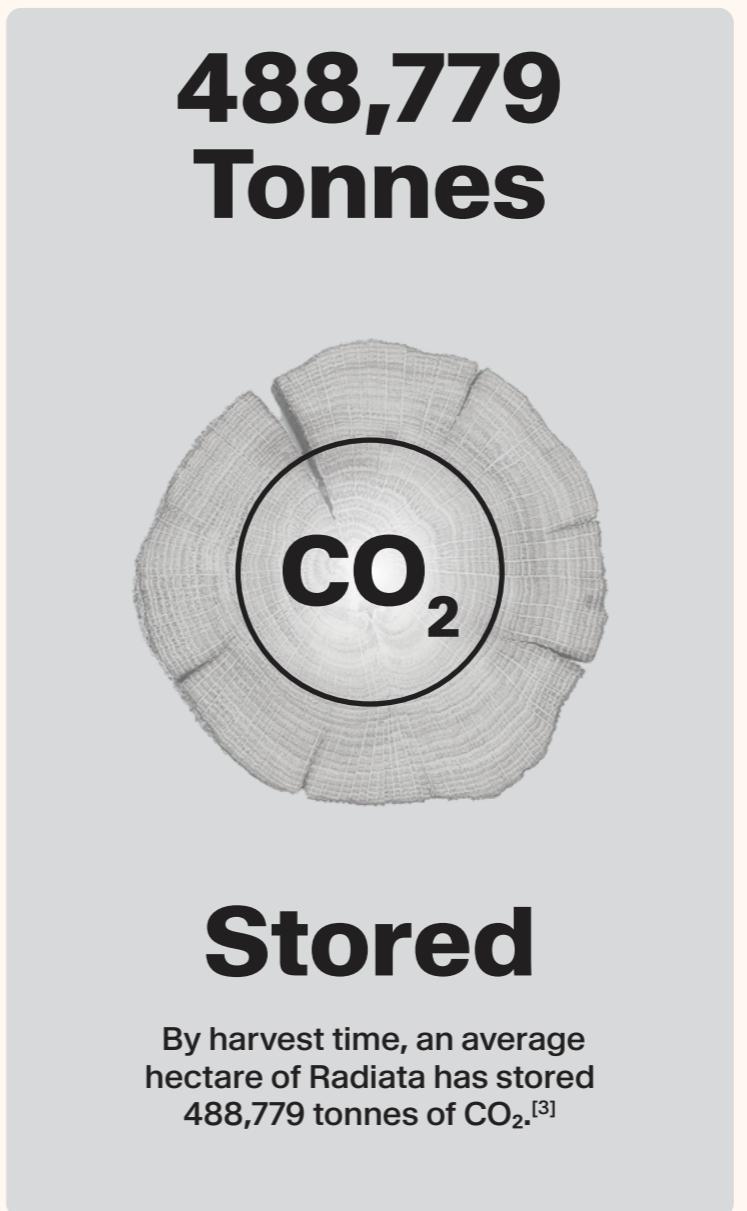
Across all scopes, our long-term target is to achieve net zero emissions by 2050, in line with the global Science Based Targets initiative pathway of limiting global warming to 1.5°C.



Defining Our Carbon Footprint

Managed Forests – Doing the Heavy Lifting for Carbon Sequestration

You might not know that New Zealand's managed forests play a huge role in sequestering the carbon in our atmosphere. Over 50% of New Zealand's yearly CO₂ emissions are captured by our production forests!^[1] We've crunched the numbers and learned that:



[1] <https://forestgrowers.nz>

[2] <https://www.scionresearch.com/about-us/about-scion/corporate-publications/scion-connections/past-issues-list/scion-connections-issue-34-december-2019/locking-up-carbon-long-term-in-timber-buildings>

[3] <https://www.abodo.co.nz/resources/articles/why-plantation-forests-are-the-answer-to-protecting-old-growth-trees>

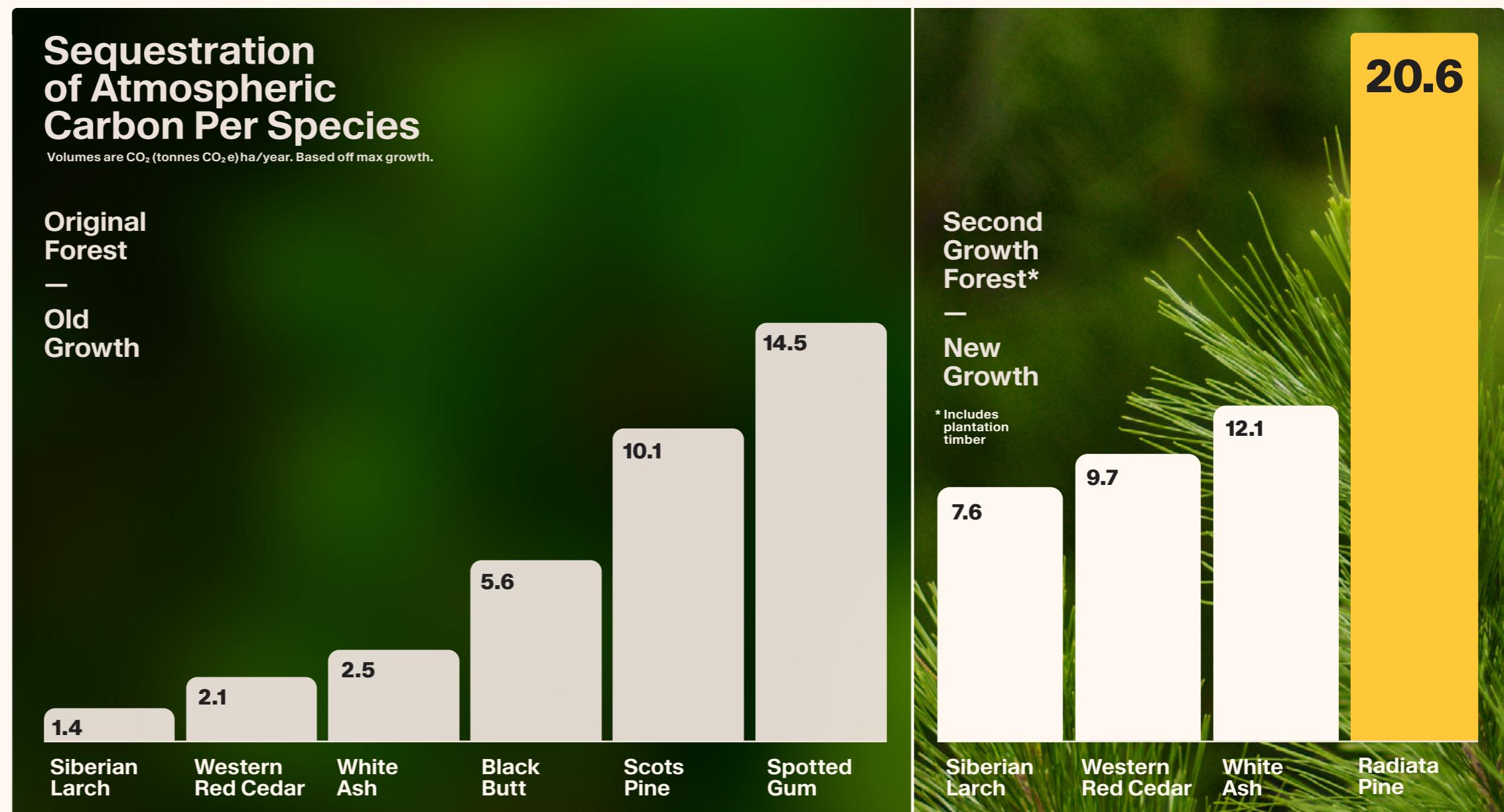
[4] <https://www.scionresearch.com/about-us/about-scion/corporate-publications/scion-connections/past-issues-list/scion-connections-issue-34-december-2019/locking-up-carbon-long-term-in-timber-buildings>

Defining Our Carbon Footprint

How Abodo's Suppliers + Products Measure Up

In addition to cutting our own operational carbon, each square metre of our Vulcan® timber locks away over 7.56kg of carbon—that's twice as much carbon as is emitted during its production. Pretty neat, right?

All trees absorb carbon when they are growing, with independent research telling us that certain species do it faster. We use Radiata because it is one of the best for sequestering carbon dioxide, due to its fast growth and high-rotation forestering, approximately every 27 years. Radiata is also one of the top performers when it comes to fibre yield per hectare per year, making it a very efficient use of land space and resources.



Modified Timber vs Other Building Materials

Wood has an important role to play as an offset to more carbon-intensive building materials like glass, aluminium, concrete and steel. Substituting wood for concrete and steel in commercial buildings cuts greenhouse gas (GHG) emissions by an average of 60%.^[1]

Modified woods are becoming an increasingly popular alternative to old growth traditional timbers, but they too can have vastly different carbon footprints. By combining renewable energy supply with centralised manufacturing, Abodo's Vulcan timbers have one of the lowest embodied carbon ratings for modified woods on the market.

A Life Cycle Assessment (LCA) by Respond Architects of a recent cabin design in Queenstown found that the structure had life cycle carbon emissions of less than half that of an average New Zealand building, with the design's steel cladding and roofing accounting for most of that. And when all the profiled metal was replaced with Vulcan timber, the carbon output of the overall build dropped by 9.8 tonnes, or more than 10%! Vulcan timber also helps offset the other necessary products, such as glazing.



○ Crafted Crib by Assembly Architects
Jacks Point, New Zealand
Image — Simon Devitt

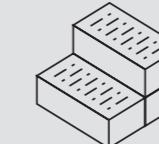
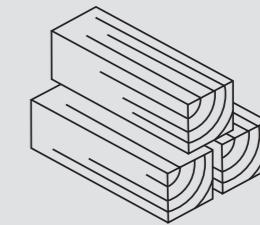
[1] <https://wfs.swst.org/index.php/wfs/article/view/2600/2361> <https://wfs.swst.org/index.php/wfs/article/view/2600/2361>
<https://news.oregonstate.edu/news/use-structural-wood-commercial-buildings-reduces-greenhouse-gas-emissions>

Streamlined Life Cycle Analysis

Carbon and Embodied Energy Emissions per m² of Different Cladding Materials

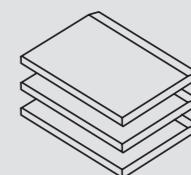
Vulcan Timber (Laminated)

GLOBAL WARMING POTENTIAL
-5.1 kg-CO₂/m² of material
EMBODIED ENERGY
60.3 mj/m² of material



Brick (Clay – Fired)

GLOBAL WARMING POTENTIAL
7.3 kg-CO₂/m² of material
EMBODIED ENERGY
102.4 mj/m² of material



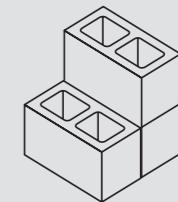
Fibre Cement (Weatherboards 9mm)

GLOBAL WARMING POTENTIAL
9.8 kg-CO₂/m² of material
EMBODIED ENERGY
103.0 mj/m² of material



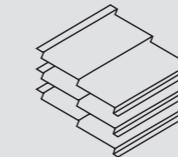
Sheet Metal (Coated 0.42)

GLOBAL WARMING POTENTIAL
11.4 kg-CO₂/m² of material
EMBODIED ENERGY
131.0 mj/m² of material



Concrete Block (400x200mm)

GLOBAL WARMING POTENTIAL
18.7 kg-CO₂/m² of material
EMBODIED ENERGY
102.2 mj/m² of material



Aluminium (Weatherboards – Extruded)

GLOBAL WARMING POTENTIAL
22.5 kg-CO₂/m² of material
EMBODIED ENERGY
235.9 mj/m² of material



Glass (Double Glazing 4mm)

GLOBAL WARMING POTENTIAL
29.0 kg-CO₂/m² of material
EMBODIED ENERGY
428.0 mj/m² of material

Environmental Product Declaration

An Environmental Product Declaration (EPD) is an easy way for businesses to show how a product affects the natural environment throughout its life. This globally recognised system provides clear, reliable data for designers and builders to help them understand the real-world impacts of the materials they use.

With [our EPD](#) we're letting the industry know that, in addition to looking great, our Vulcan® Cladding has been proven to store carbon – 7.56kg+ for every square metre. That's twice as much carbon stored as is emitted during manufacturing, and that carbon stays locked up in the wood throughout its useful life. For our customers, this makes a real difference, because using Vulcan Cladding can earn them up to three points from the New Zealand Green Building Council as part of the Green Star Design and As Built New Zealand v1.0 Submission Guidelines. Plus, other international certifications like LEED, Green Building Council of Australia, and the Living Building Certification offer points for EPDs as well.



Eyes on Energy, Fuel, Wastewater + Transport

We're continuously improving the way we do things so we can tread as lightly as possible on the natural environment, understanding that all areas of our business contribute to our impact.

This means embracing new technologies, learning new ways of working, and keeping a close eye on our operations – from the incoming timber to distributing our finished products. There is always more that we can do, but here are a few of the ways we're already reducing our carbon footprint and protecting the world around us.

Abodo HQ in Māngere includes a 25 kW solar installation, with backup supply from the grid, which means that, in summer months, we can generate power to give back. At our manufacturing facility in Ohinewai, our provider is Ecotricity, New Zealand's first and only climate-positive certified electricity provider. Ecotricity's power is 100% renewable, sourced from wind, solar and hydro, and this is how we power our machinery.

In terms of fuel use, this is something we want to be transparent about as well, as we're always working towards less reliance on diesel. We're using electric power wherever possible while setting our sights on more renewable options for future goals. At Ohinewai, we have four electric forklifts and two diesel forklifts. One of these uses approximately 60 litres of diesel per fortnight, and the other uses 80 litres every six months.

Our manufacturing location in Malaysia uses 3,440 litres of B7 biodiesel (7% biodiesel, 93% conventional diesel) for 1,231m³ of Production = c. 2.79L p/m³. This facility also has a new wastewater treatment plant, installed to treat process water, which is clarified and PH-balanced before discharge.

All updates to our vehicle fleet are electric, including a new pool car alongside our e-bikes, for shared staff use. Staff with their own EVs are encouraged to charge up while they're parked at the office – just one more use for Abodo's solar-generated electricity.



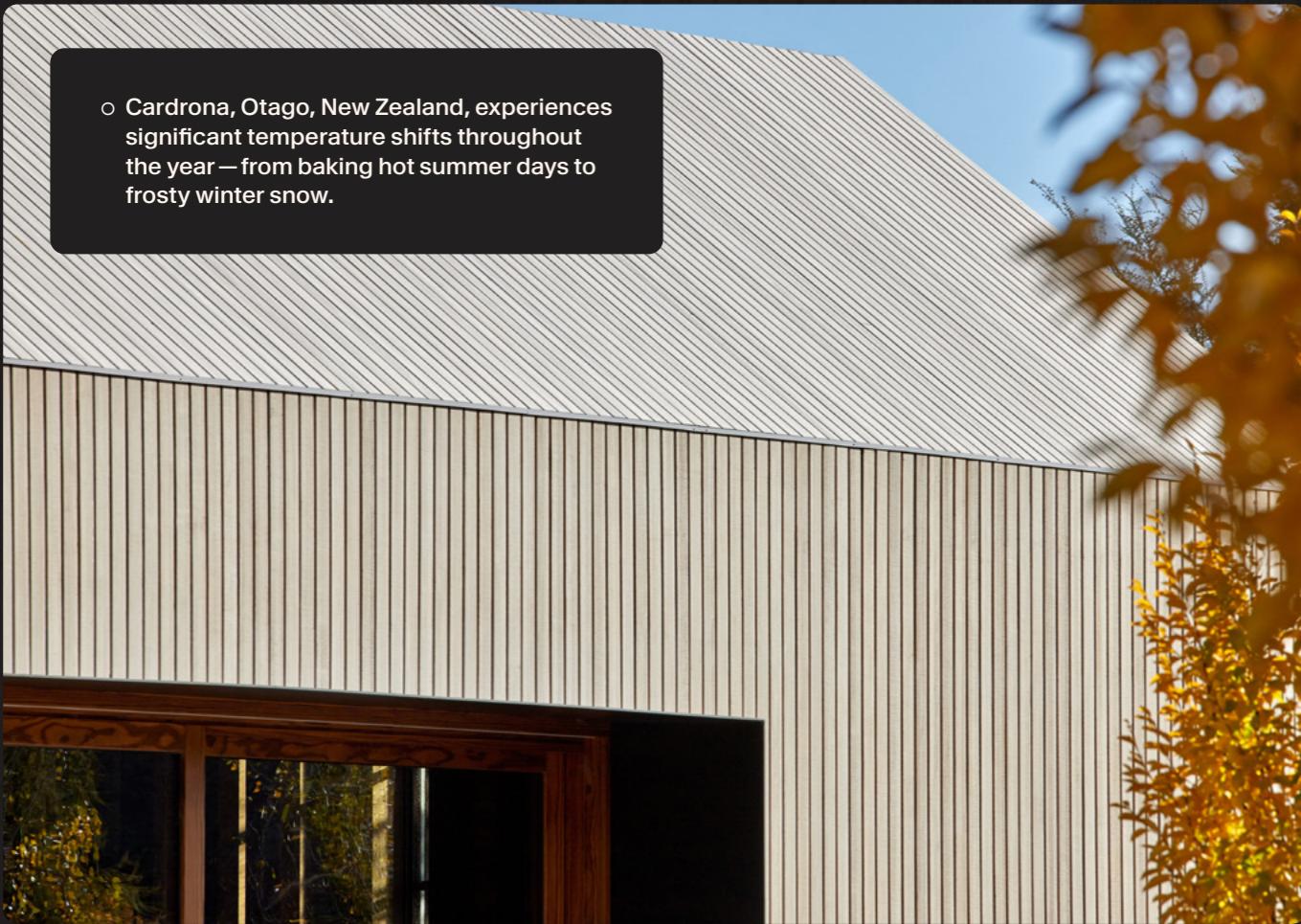
Cardrona Cabin



The award-winning Cardrona Cabin near Queenstown was designed as a showcase for Abodo. Built in the often harsh and changeable alpine climate of New Zealand's South Island, our goal was to highlight the durability and incredibly high performance of our New Growth™ Feature Timbers. Five years on, that's exactly what we found, with the cabin demonstrating the strength and beauty of an alternative to ancient old growth timbers.

© Cardrona Cabin by Assembly Architects
Queenstown, New Zealand
Image — Brad Willets

- Cardrona, Otago, New Zealand, experiences significant temperature shifts throughout the year – from baking hot summer days to frosty winter snow.

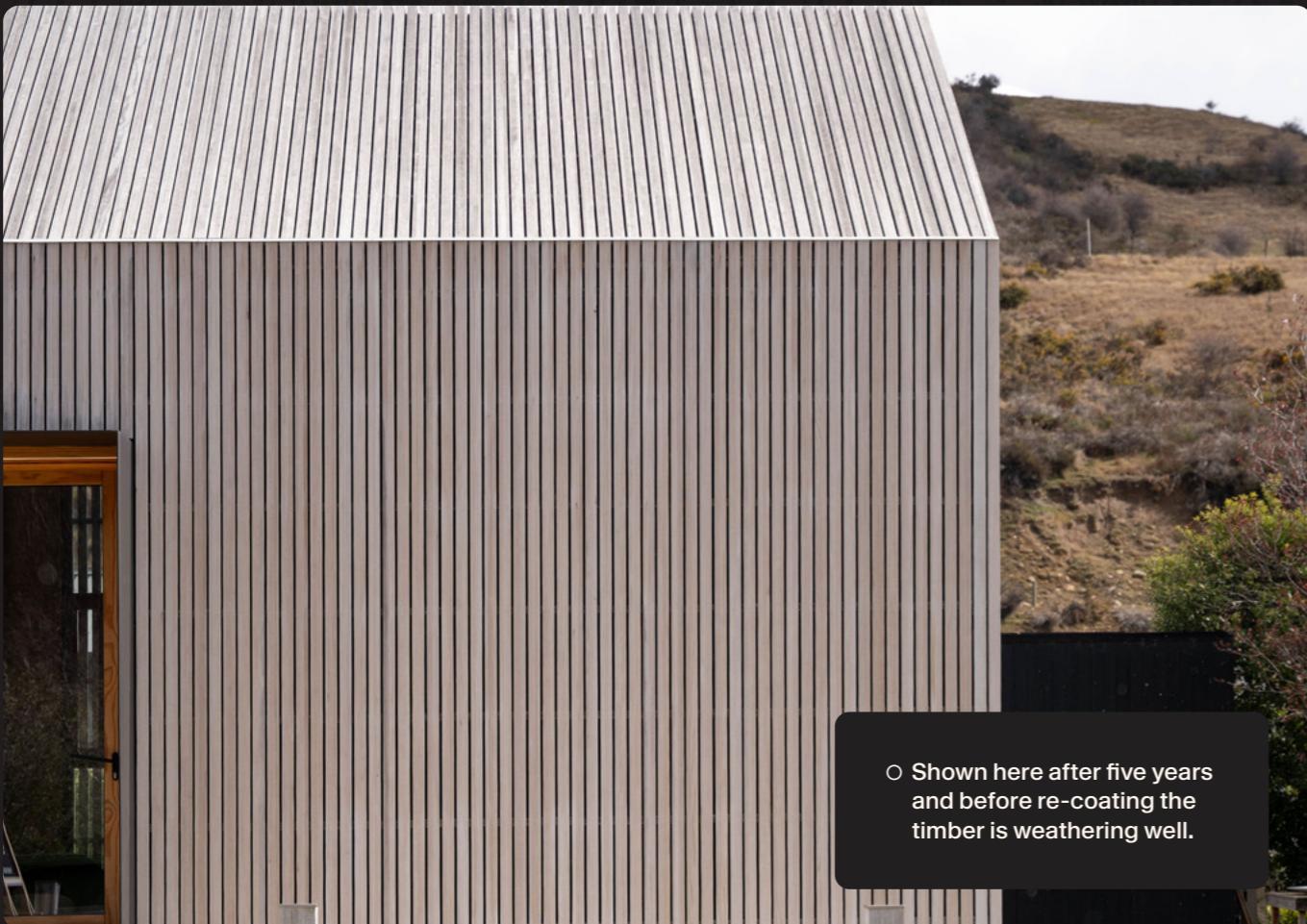


Cardrona Cabin

After exposure to rain, frequent fog, and harsh sun, Cardrona Cabin has taken on a patina finish. The timber has silvered off to a tone that merges beautifully with the forested and tussocked surroundings of this rural location. The speed at which this even, silvered look is achieved depends on exposure to weather, but in most climates, it is well on its way after a year.

Predominantly manufactured from glue laminated sections, the Vulcan timber cabin also stores a considerable amount of CO₂e. Over nine tonnes of carbon is stored in the Vulcan timber elements alone, dramatically offsetting the small amounts of concrete and structural steel used in the building. It is also powered by the sun, with energy stored in a small cabin tucked neatly behind the structure.

Since it was built five years ago, Cardrona Cabin has weathered the extremes: regular winter snowfalls and heavy summer sun. Still, its exterior elements remain straight and true.



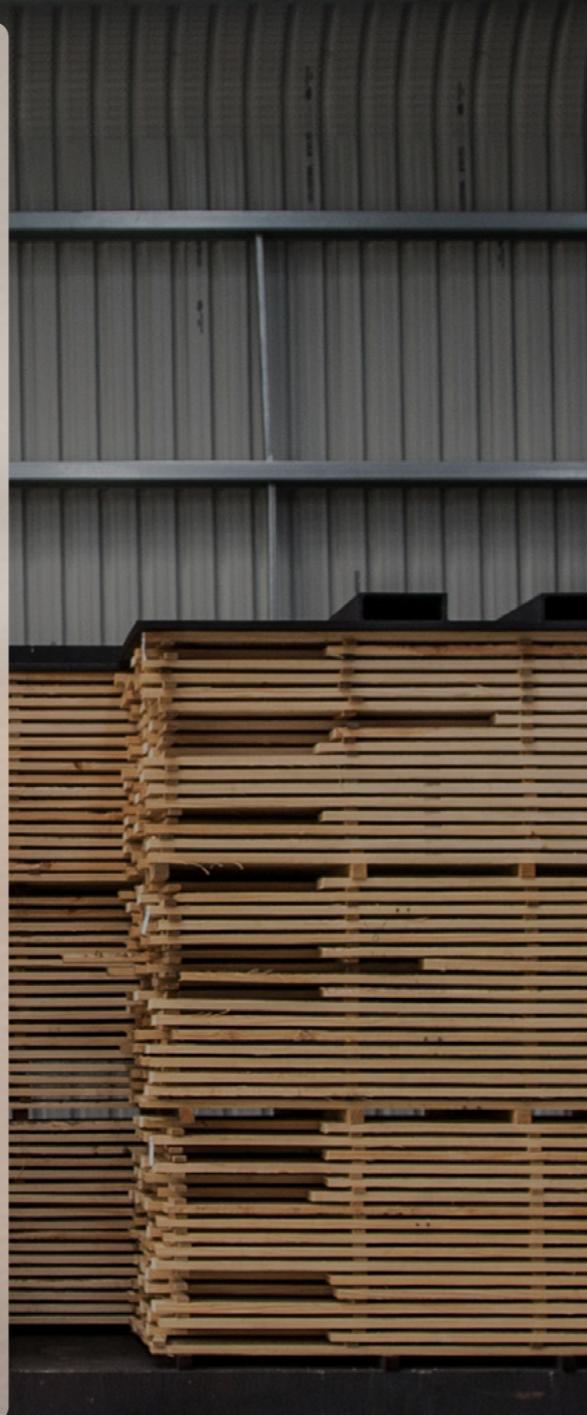
- Shown here after five years and before re-coating the timber is weathering well.



- Images — Chris Lea and Brad Willetts

Guided by Natural Innovation

- 56 Heat Tempered Timber – Enhanced Performance
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Abodo® works hard to innovate and continually improve the way we do business, a commitment that aligns with the United Nations Sustainable Development Goal (UNSDGs) Number 9: Industry, Innovation and Infrastructure and 11: Sustainable Cities and Communities.

We invest heavily in research, development, and product testing to stay at the forefront of responsibly produced feature timbers, with a goal to help inspire the industry to move towards better practices and more sustainable technologies.

Our New Growth™ Feature Timbers are designed to look beautiful, perform exceptionally, and last longer – meaning less waste, more resilient buildings, and products that customers can trust. With industry-leading technologies and patents behind them, our timbers prove that innovation and environmental responsibility can go hand in hand.



Heat Tempered Timber – Enhanced Performance

Caring for the environment doesn't stop with the forest; it's about the whole journey. From how trees grow to how they're harvested, transported, treated, and finally installed, at Abodo, we're intentional every step of the way.

Heat tempering (also known as thermal modification) is a game-changer. It boosts the timber's stability and lifespan, turning it into a stronger, more environmentally responsible building material. Since the technology was first developed in the '90s, thermally modified wood has been growing in popularity, and for good reason.

How is it Made?

Unlike pressure-treated timber, which relies on chemicals to fight off decay and bugs, heat tempered timber gets the job done with just steam and high temperatures. Our process goes up to 230°C using Abodo's own proprietary tempering system.

The real magic happens during the cooling and reconditioning phase. We use purpose-built, computer-controlled kilns to make sure every piece hits the correct specifications. By the end, the timber's moisture content drops to around 7%, and its structure is permanently improved. Most of the natural resins are cooked out, so there's way less chance of sticky resin bleed, and the sugars that fungi love are broken down. The result? Timber like Radiata becomes far more durable, with an expected service life of 30 years in above-ground cladding applications. All that, and it's done cleanly and responsibly.

Not All Heat Tempered Wood is Created Equal

In a 2024 performance review of Abodo Vulcan heat tempered Radiata, Professor and expert in forest biology, environmental science, and plant pathology Dr Jeffery Morell found that Vulcan timber performs highly in stress tests when compared with chemically treated and untreated timbers. His review examines the results of a range of tests, which largely pit heat tempered products created at different temperature points against chemically treated and untreated timber. He finds that Abodo's high-temperature process (230°C) delivers timber with low moisture content, which helps resist decay from both soil contact and above-ground exposure. Products treated at lower temperatures didn't hold up nearly as well.

© Panorama House by Studio B
Boulder Colorado, USA
Image — James Florio



Timber that Works Harder on Thermal Performance

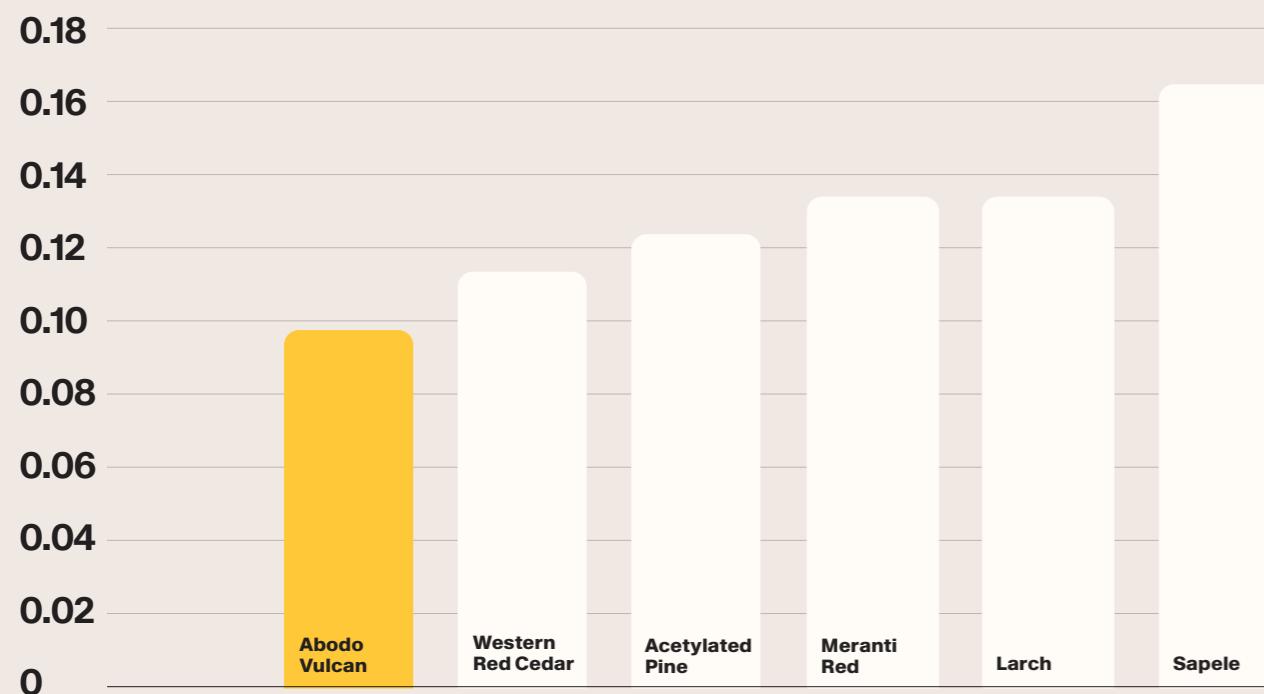
Thermal efficiency is an important consideration in the design of windows and doors. The right timber choice will greatly improve the value, health, and environmental credentials of the building. One added advantage of heat tempered timber is that the timber's thermal insulation properties are improved by around 20%.

Abodo has created Vulcan with extremely low thermal conductivity, even when compared with other timber products. We put our 42mm Vulcan blocks to the test with a Heat Flow Meter, and the results spoke for themselves – better thermal performance than many commonly used window timbers. That means more flexibility for designers, improved U-values, and a cleaner, more refined look, all while keeping things energy efficient and production friendly.

Read the full test results in our [Performance Testing Guide](#).

Heat Flow Thermal Performance

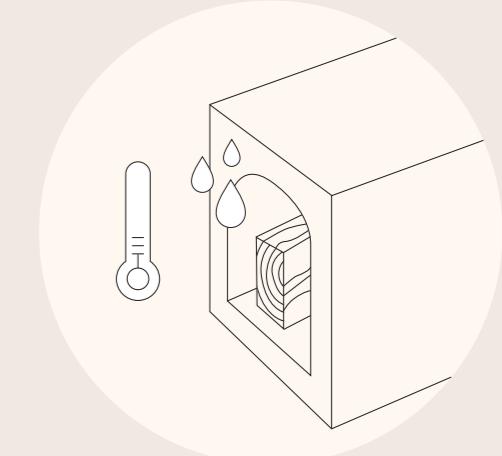
Lamda Value (W/m K)



Thermal Modification Step by Step

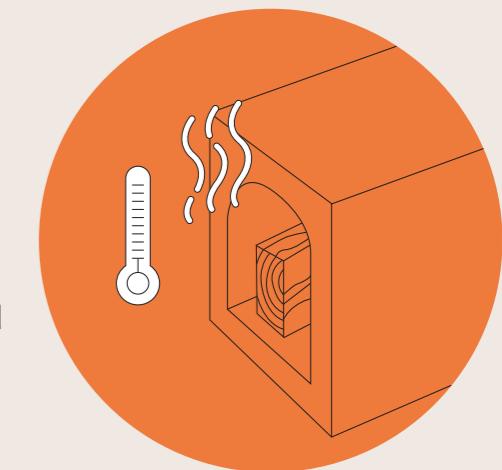
Phase One – Initial Heating Process

Kiln dried timber is placed in a thermal modification kiln and is gradually increased to a target temperature of 230 °C. This process occurs over an extended period, with thicker boards requiring more time.



Phase Two – Peak Temperature

Once the timber has reached 230 °C core temperature, it is held for a minimum of two hours. At this point the thermal modification is occurring and the temperature is carefully controlled. The moisture content of the wood at this stage is essentially zero.



Phase Three – Reconditioning Process

After the timber has reached its peak temperature, it is slowly cooled, and reconditioned with steam. This raises the moisture content to a target of 6-7% moisture content.



Redefining Timber Through Future Focused Innovation

Innovation is in our DNA, we're always pushing the boundaries to make our New Growth™ Feature Timbers look better and last longer, and through innovation we can provide a genuine alternative to ancient old growth forests. Backed by technology and patents, we deliver top-quality timber for our customers with smart, environmentally responsible methods that respect the planet. It's the kind of innovation that you can see, feel and trust.

How We Make Timber Perform: Our Patented Vertical Grain

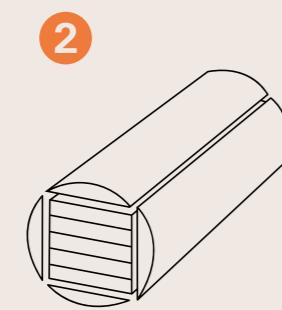
Abodo's Vulcan® timbers are made using our patented lamination process, which creates a vertical grain orientation in all boards. We start with clear, flatsawn timber, then engineer it for extra strength and stability. Why? Because regular timber can move and cup with the weather, causing cracks and letting moisture sneak in.

Our vertical grain boards, on the other hand, stay flat and steady, with hardly any cupping or cracking. We do the lamination after heat tempering to make the timber boards more durable and longer lasting. We use a low-VOC (Volatile Organic Compound) adhesive to hold everything together, which is designed to reduce the amount of harmful chemicals in the air during application and curing; then we cut the boards, so the grain runs mostly vertical. This is what keeps them stable and true for years, no matter the weather.

Abodo's Patented Vertical Grain Process



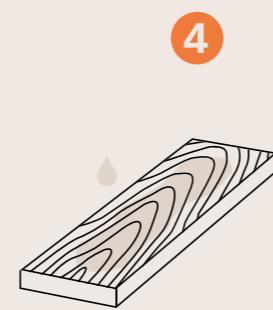
Timber is sourced from FSC® certified (pruned) New Zealand Radiata plantations.



Timber lamina is cut from the Radiata log.



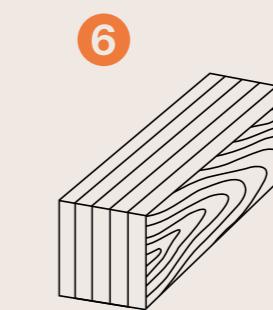
The timber is then heat tempered using heat and steam.



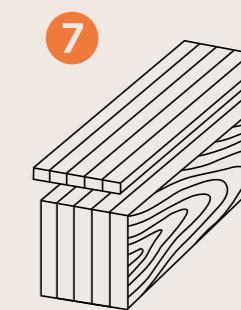
Glue is spread on lamina using a Type 1 exterior polyurethane.



Lamina are laminated with mainly a flatsawn grain orientation.

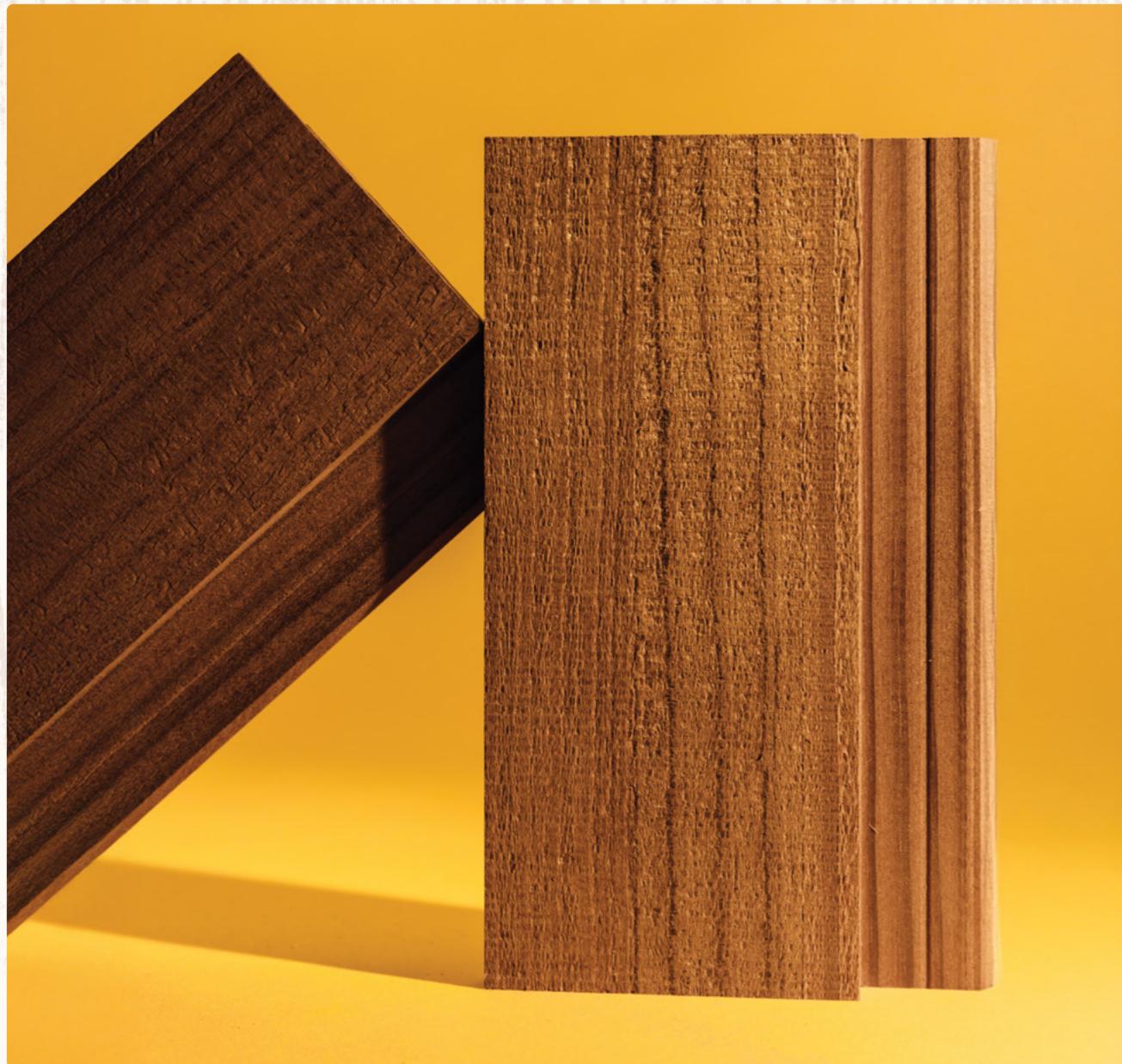


Laminas are laid up in blocks to the required height.



Blocks are sliced at desired thicknesses perpendicular to the glue line creating our vertical grain orientation.

Vaaro® Fire — Extreme Performance Feature Timber



A World
First Timber
Innovation

With climate change causing increasing numbers of wildfires, along with more stringent building compliance since the Grenfell Tower disaster in the UK in 2017, there is increasing need for timber with fire retardant properties.

Set for release in 2026, Abodo's Vaaro is the only fire compliant*, ultra-durable timber available as a complete coated and tested product range — all from one trusted manufacturer.

The Process

Vaaro is made in New Zealand from Abodo's signature heat tempered, rapidly renewable timber — and then infused with a special resin-based, fire retardant treatment.

This resin utilises the same kind of tech used in high performance materials (think space-grade applications!) — which is pressure impregnated into the timber and then cured at high temperatures to set everything in place.

What Makes Vaaro Special

With the natural beauty of timber from gold standard forestry sources, enhanced durability and proven fire compliance*, Vaaro Fire brings performance without compromise.

Vaaro has been tested extensively around the world to many major fire compliance standards* — both before and after weathering, in uncoated and coated form.

This pioneering innovation now provides an alternative to old growth timbers that have traditionally been used in high fire risk applications.

* Abodo's Vaaro has been tested to and has achieved AS/NZS 3837:1998 Type A and ISO 9705:2003 Group 1-S (NZ), AS 3959:2018 BAL29 and AS 5637.1:2015 Group 1 (AU), EN 13501-1:2007+A1:2009 Class B-s1-d0 and Class B-s2-d0 (UK+EU), and ASTM E84 Class A (USA) fire compliance standards.

Testing + R&D

Our approach to Research and Development is design-led and guided by our values: solve real problems, create change, and champion people. Dedicated testing sites and cross-functional teams ensure that new products and services are fit for purpose and exceed customer expectations.

What We Test

Abodo timber undergoes long-term durability and weather performance field testing of 10-12 years or longer at our Māngere and Ohinewai sites in New Zealand, plus third-party sites in Australia, the USA, and Europe. We conduct independent lab testing for durability (EN 350 Class 1), thermal performance, coatings, and structural integrity.

Termite Resistance

Heat tempered timber can be susceptible to termite attack without further preservative treatment. We have conducted termite trials with our Vulcan products—with additional anti-termite treatment applied—in various locations, including Australia and Taiwan, to accepted standards.

Flame Spread and Smoke Development Testing

Our feature timbers are independently tested for flame spread and smoke development using globally recognised methods, ensuring they meet strict fire performance requirements. For designers and homeowners, that means confidence in a timber that not only comes from renewable resources, but also contributes to safer, longer-lasting buildings. Vulcan has been tested for fire performance with many globally recognised test methods, including ASTM E84 Tunnel Test and Wildland Urban Interface (WUI) in the USA, ISO5660 Cone Test in Australia and New Zealand, and EN 13283:2020 European Single Burn Item (SBI) in the UK. By reducing risk and improving resilience, our tested timbers help ensure that sustainable choices are also smart, practical ones.

Full System Validation

Abodo has designed a full system of our own coatings, fixings, flashings, and feature timbers that work together and have been tested together. This holistic approach provides added reassurance that the whole system will perform optimally, rather than just each of its components individually.

Quality + Compliance

We stand behind our products and the processes that go into making them. And we want you to trust and believe in us too. That's why we've challenged ourselves to meet or exceed a number of industry ratings and standards. Our proprietary 230°C heat tempered system includes multipoint quality and compliance.

Environmental Product Declaration

These added layers of certification and testing, along with our Environmental Product Declaration (EPD) and FSC chain of custody, provide confidence that Abodo products are made to the highest manufacturing and environmental standards.

Living Building Challenge

Red List Free, this gives Abodo's customers the confidence that our products are free from harmful chemicals. The Living Building Challenge has certified Abodo Vulcan and Abodo Wood with the [Declare Label](#), the leading international label in transparency for building products.

CodeMark Certification

CodeMark provides easy-to-understand assurance that a building method or product meets the requirements of the New Zealand Building Code, including our Abodo Weatherboard Cladding System.

Customer Peace of Mind

Abodo timbers have been tested and proven in harsh New Zealand conditions for over a decade, where they have been shown to be stable with a lower risk of failure that is backed up by up to a 25-year warranty. We provide more than just timber; our complete, tested systems reduce design and installation risk and align with our values of full lifecycle sustainability and circular economies.



- Projects like the Raglan Sleepout demonstrate the real-world benefits of Abodo's innovation, testing and R&D. This family home has endured harsh conditions on its exposed coastal site for more than 10 years. Since it was first built in 2013-2014, Raglan Sleepout's Vulcan timber cladding has experienced minimal movement and required only one recoat of Protector, our complete, waterborne coating system — designed specifically for Vulcan timber.

Weathering Everything that Comes

Both globally and here in New Zealand, people love the look and durability of Western Red Cedar. Abodo's toast brown, clear grade, vertical grain timber provides a genuine alternative that leaves precious ancient old growth forests intact. And we've got the research to prove it!

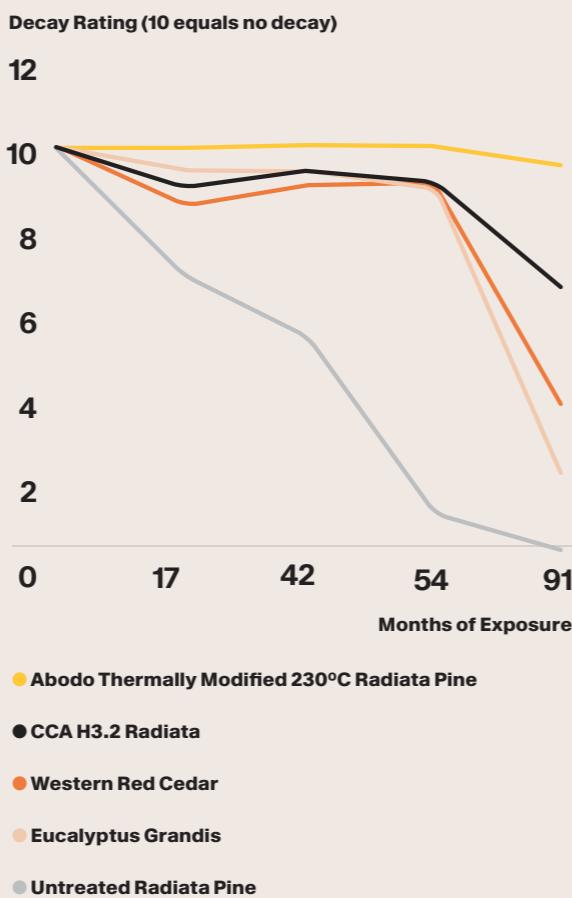
In a 91 month trial, an external consultant tested Abodo's heat tempered Radiata pine against untreated Radiata, preservative-treated Radiata, untreated Eucalyptus, and commercially produced Canadian Western Red Cedar.

After 7+ years of exposure, the untreated Radiata samples were decayed and breaking apart, with a final rating of 0 out of 10 by month 91. The final ratings for Western Red Cedar showed moderate resistance, with a significant drop in performance after 54 months. Eucalyptus Grandis and CCA-treated Radiata performed well initially but declined over time. Abodo's thermally modified Radiata (230°C) demonstrated superior durability, maintaining a decay rating of 9.5 after 91 months.

The report's findings confirmed it: Abodo is offering a genuine, clear grade, durable alternative to old growth and preservative-treated alternatives, but without the harmful chemicals—backed by third-party testing.

Durability Over Time

This chart illustrates the decay performance of all tested species over time, in the flat panel test:



○ Pohuehue House by Felicity Brenchley
Mahurangi, New Zealand,
Image — Samuel Hartnett

Closing the Loop

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Responsible consumption and production means doing more with less and reducing waste in the process. At Abodo®, we're working towards this United Nations Sustainable Development Goal (UNSDG 12) by reducing timber waste through circular design principles and efficient resource use. We also prioritise wastewater treatment at our Malaysia site facility, lean manufacturing, and continuous innovation to reduce our material waste and environmental impact.

We show our commitment to this every day by using as much of the log as we can, recycling what we can't, creating durable products that stand the test of time, and getting them to you in the most environmentally responsible packaging possible.

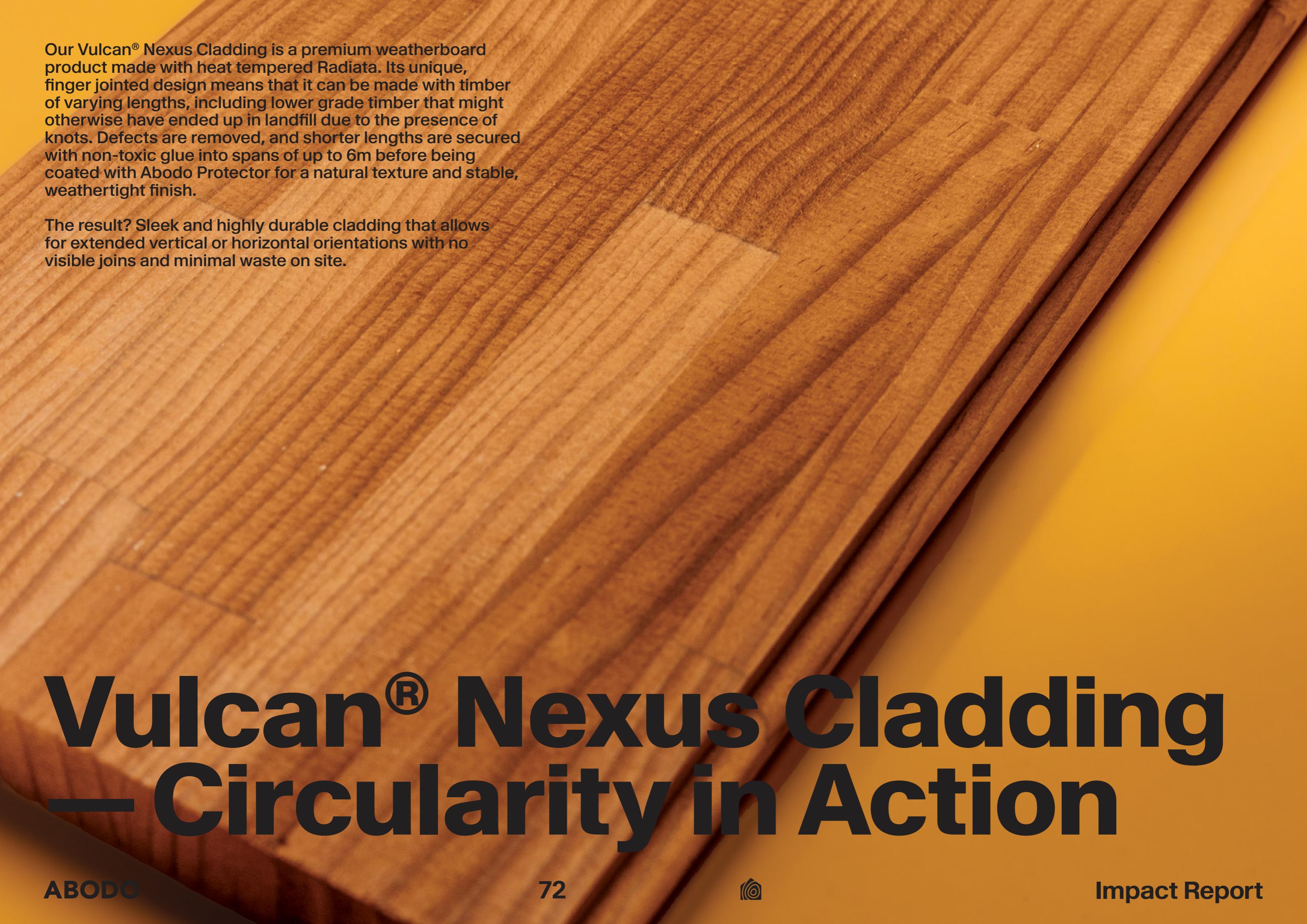


Offcuts into Opportunities

We believe in circularity and work towards closing the loop where possible. This means optimising resources and minimising waste at each step of the manufacturing journey. One of the ways that we're practising circularity in action is through our innovative use of timber. By using most of the log and finding creative ways to repurpose timber offcuts, we are maximising production efficiency and protecting New Zealand's natural environment at the same time.



© Karanga Changing Sheds by Pac Studio
Auckland, Tāmaki Makaurau, New Zealand
Image — Samuel Hartnett



Our Vulcan® Nexus Cladding is a premium weatherboard product made with heat tempered Radiata. Its unique, finger jointed design means that it can be made with timber of varying lengths, including lower grade timber that might otherwise have ended up in landfill due to the presence of knots. Defects are removed, and shorter lengths are secured with non-toxic glue into spans of up to 6m before being coated with Abodo Protector for a natural texture and stable, weathertight finish.

The result? Sleek and highly durable cladding that allows for extended vertical or horizontal orientations with no visible joins and minimal waste on site.

Vulcan® Nexus Cladding — Circularity in Action



Closing
the Loop

Making Every Piece Count with Vulcan® Shingles

It's tricky, if not impossible, to send exactly the right number and size of timber pieces to site. Inevitably, some will need to be cut to fit the job. But we don't want those extra pieces to go to waste! So, we created a whole new product category: Vulcan Shingles, made from production offcuts from our Vulcan Cladding and Vulcan Screening.

Vulcan Shingles provide a high-end architectural finish for roofs, walls, and gable ends. Made with Abodo's patented vertical grain lamination, they are durable and lightweight. They provide a rustic look with a beautiful, homogenous brown colour that will silver off with exposure to weather if left uncoated, all while reducing waste in the process.

Finding New Purpose as Biodiversity-boosting Pest Traps

From plantation to protection, our timber's journey comes full circle with the donation of handcrafted pest traps, made from offcuts from our New Growth Feature Timbers. Abodo has donated 100 traps to our partners at Pan Pac Forest Products in Hawkes Bay, where they now safeguard the ecosystems of the trees once grew alongside. These recycled timber traps preserve the delicate biodiversity of Hawkes Bay by helping to reduce the number of introduced predators like stoats, rats and weasels.

Turning Graded Timber into Offcuts

Each piece of timber is graded when it's processed, and boards with knots or defects are either removed or shortened to be used as part of a mixed length order.

Mixed lengths can be a great option for builders, as they provide greater flexibility and less site waste. Any pieces that are too short for use are donated to Abodo's offcuts bins; so far, these have been repurposed into things like chicken coops, planter boxes, and backyard entertainment areas with bars and seating. As our non-laminated timber boards are non-toxic, they are also bagged and used for firewood, with our timber dust containerised, collected and used in soil reconditioning. Looking ahead, we have a team goal to repurpose our wood waste into briquettes. It's all about diverting timber waste from landfill and finding innovative ways to use every part of the timber we source.

Destined for Dunnage

For timber processed at our Malaysian facility, the offcuts are saved for use as dunnage to further transport our orders to distributors. This is where reject boards are repurposed into pallets and skids used to protect and secure cargo during transport. Dunnage also helps to reduce waste by making sure timber arrives at its destination in excellent condition.



Packaging with Purpose

Protecting our natural environment means weaving responsible practices into every phase of production, manufacturing and delivery. One piece of this puzzle is taking steps to ensure our packaging is doing its job without creating unnecessary waste. Here are a few of the practical ways Abodo is protecting both our timber and the natural world.

Rethinking Timber Wrap

Abodo's premium New Growth Feature Timbers should arrive at every project in the same pristine condition that they left Abodo. To do this, we need to protect them while in transit. Previously, we have done this with a woven wrap made from virgin plastic, as we continue to sharpen our sustainability practice, we have implemented a new type of timber wrap made from recycled plastic waste.

Our LDPE 4 soft plastic timber wrap is 50% derived from what is known as Ocean Bound Plastic. This is plastic waste found in the ocean or at risk of entering the ocean. This can include bottles, bags, packaging materials, and debris, which are carried by waterways, tides and winds to coastal areas. Worryingly, these plastics can take up to 400 years* to break down. Once in the sea, they cause harm to marine life and disrupt ecosystems, ultimately also impacting human health.

Because we're always trying to find ways to do what we do even better, we're also trialling a new timber wrap made from recycled building shrink wrap. This wrap is 100% recycled and 100% recyclable, with an overall carbon footprint per tonne of 441kg CO₂e, 80% less than sending that shrink wrap to landfill. The goal is to create a true closed-loop system, with collection back from building sites and the shrink wrap being remade into shrink wrap again and again.

Plastic covers from inbound packaging are recycled and reused, and we use cardboard corners when these are not available. Looking ahead, we're working on removing plastic altogether. We haven't yet found a solution that measures up to replace our PET strapping and plastic stickering, so we're working to find better alternatives.

We're also exploring options to deliver unwrapped timber by finding ways to keep it dry and under cover throughout the storage and transport process, with our customers being able to select this option — great for PassivHaus builds.

* <https://wwf.org.au/blogs/the-lifecycle-of-plastics/>

Less Waste, More Impact

One area where we know we have room to improve is our rubbish and recycling practices. The Abodo head office recycles cardboard, plastics, glass and paper. We have also recently introduced organic collection as part of our goal to minimise general waste.

Our Ohinewai location, however, hasn't yet implemented robust recycling protocols for its 15 tonnes/week of total waste. It won't be this way for long! We already have good circularity practices in place for our timber, with very minimal wood waste ending up as general waste because most is reused or repurposed. Our next area of focus is recycling, in particular by reducing the use of plastic and as a result, associated plastic waste.



Our Timber Samples

When you order timber samples from us, they don't arrive wrapped in layers of plastic or foam that end up in the bin. Instead, they come carefully packed in simple Kraft paper boxes and envelopes. We've swapped out the bubble wrap and plastic fillers with recycled cardboard that keeps everything safe without the waste. And when it's time to send them your way, we slip them into 100% recyclable packaging that can be reused or recycled.

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Nerdy About Nature



People thrive when they're supported to do their best work, their Better Tomorrow is something we care about deeply at Abodo®.

How do we make it happen? By backing our team's health and happiness, in line with our commitment to United Nations Sustainable Development Goal number 3: Good Health and Wellbeing.

It's more than ticking boxes; it's empowering our people with fair wages, great training opportunities, and ethical employment practices, strengthening their work while also supporting New Zealand communities.



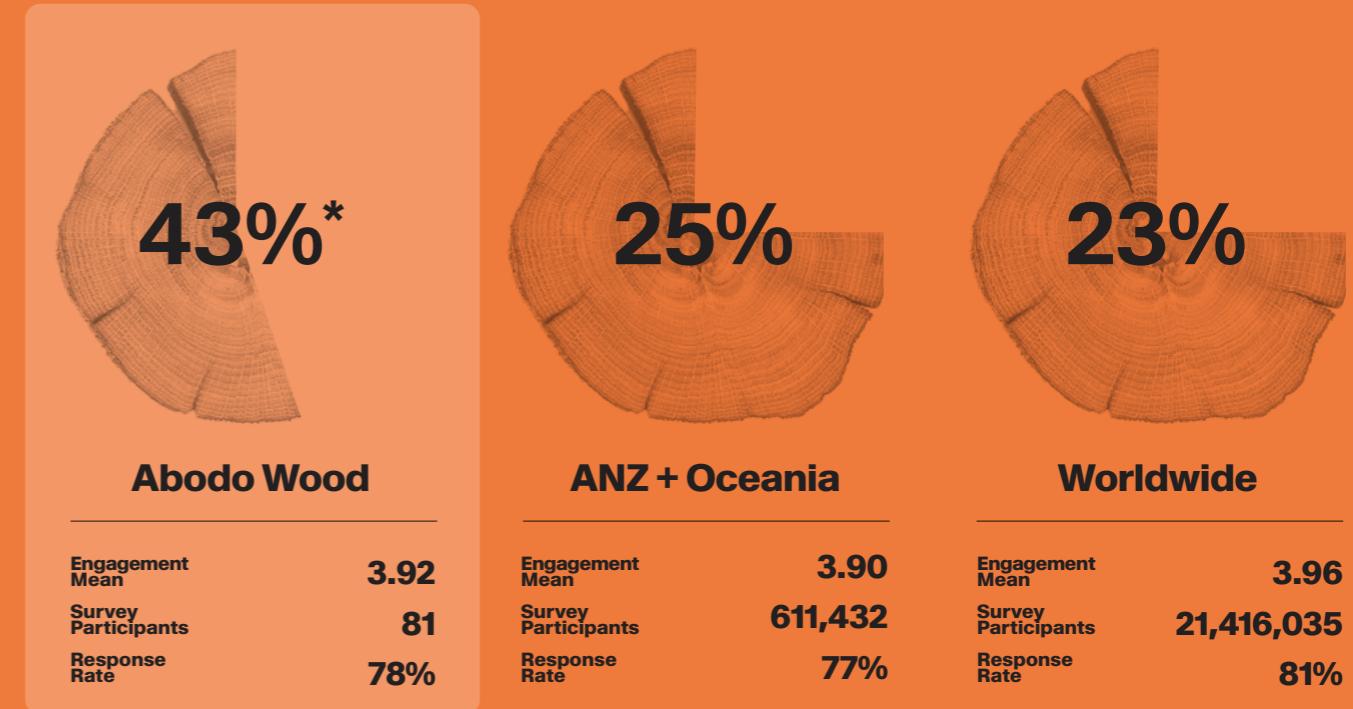


Employee Engagement Survey

We value our people's feedback, and the best way to know how they are is to ask. We conduct biannual surveys, with Abodo's New Zealand team recently undertaking a third-party managed survey to find out just how well our people think we're performing. The results are then benchmarked against 200+ organisations so we can track our progress. We were excited to learn that our highest-performing areas were:

- There is someone at work who encourages my development, and
- The mission or purpose of my company makes me feel my job is important.
- Overall, we scored a 3.92 out of 5, just shy of the mean engagement score of 3.96. This is a great result, but it has given us an added push to get that overall engagement number up to 4.

How do our survey results compare



* Mean percentile rank when compared to testing database.

Training + Development

We work hard to tailor training and development opportunities to individual teams and team members, enabling them to reach their maximum potential.

Some examples of this include:

Supporting our leaders with tailored training

NZPICS (Association for Operations and Supply Chain Professionals) leadership training for our supply chain team leads.

Individual staff support with further learning

Some accounting team members have completed further studies to achieve their CA and diplomas, we've supported employees to complete Project Management and Sustainable Business courses, and our supply chain team are doing NZPICS.

Lunch + Learns

Topics covering everything from healthy eating to financial advice to AI.

There When You Need Us

Abodo's comprehensive health, life, and income protection insurance programme through Southern Cross and AIA means that our people are covered when they need it most with robust group health cover, life insurance equivalent to 3x their annual wages, and income protection of 75% for up to one year.

Better Tomorrow

Our Better Tomorrow programme is more than a framework; it's a way of living. The Better Tomorrow framework is built around four key pillars: Work, Life, Learn and Share. It helps us reflect on how we're actively creating a better tomorrow in each of these areas, whether that's for our suppliers, customers, staff, or the local community groups we sponsor.

Everyday Benefits

From free fruit and 'Mocha Mondays' to staff discounts and regular bonuses, Abodo keeps the little perks flowing, because everyday benefits can make a big difference to wellbeing and morale. We also offer flexible working arrangements and work-from-home days so our team can find the balance that works best for them.

Workplace Safety

We take safety seriously at Abodo because we know that protected people mean more responsible production, a happier and healthier community, and better overall job performance. We also know that our biggest risks are machinery, transport, and manual handling.

So, for each, we've built in clear, everyday controls, and we regularly check that they're working with inspections and reviews. If something does go wrong, we have a robust reporting and investigation process that helps us record incidents, accidents, near misses, and any unsafe activities or spaces. Each site runs regular inspections and monthly Health + Safety Representative reviews. Leadership teams then look at the data and trends to spot what's working well and where we can do better.

Wellbeing is part of safety, too. That's why we provide health monitoring, targeted support, and plenty of training—from machine safety to leadership skills. Toolbox talks, safety meetings, and engaged Health + Safety Representatives help us keep the conversation flowing. And our leaders regularly get out on the floor for Gemba Walks and Management Learning Visits, using our 4Ls and 4Ds (a framework for identifying and mitigating workplace hazards) to connect with frontline teams, spot issues early, and celebrate good practice.

As part of our continuous improvement plan, we're progressing reporting with digital tools, while strengthening our risk controls. In particular, we're focusing on:

- **Critical Risk Management**
(embed Killers and Life Savers* controls)
- **Occupational Health**
(enhanced monitoring and targeted controls)
- **Worker Engagement + Participation**
(stronger voice in risk decisions)
- **Training + Competency**
(clear standards, refreshers, verification)

Above all, our goal is to keep building a culture where everyone is a safety leader.

* Killers are the hazards or activities most likely to cause fatal or life-altering incidents, e.g. working at heights, confined spaces, and moving machinery. Life Saver controls are the non-negotiable critical controls we put in place to prevent those serious events.

Nerdy About Nature



© Ross Reid, Nerdy About Nature
Image — Joel Caldwell

Driving Change with Positive Activism + Education

Western Red Cedar (*Thuja plicata*) is a large evergreen, native to the Pacific Northwest of North America.

These impressive conifers can grow up to 65m and reach 1,000 years old. In Canada, outdoor sports enthusiast and naturalist Ross Reid has seen firsthand how these irreplaceable natural treasures have been destroyed by the needs of industry. When the pandemic lockdowns hit in 2019 and his filmmaking work was put on hold, Ross decided to channel his passion for the natural world into a new education platform. Nerdy About Nature breaks down barriers to factual, science-based education and provides much-needed conversation about environmental and social issues to encourage positive change.

Nerdy About Nature now provides a platform for Ross' environmental stewardship. Its podcast and social media channels employ philosophy and humour to educate people about science and get them more engaged with the world around them. "I see Nerdy About Nature as one little building block to help people understand and care," he says. "It's a stepping stone into deeper engagement, and over the past few years, it has snowballed on a lot of forestry-related issues here in the northern hemisphere, particularly around old growth forests in British Columbia."

Irreplaceable Old Growth Forests

Ross defines ancient old growth forests as those that have not been modified by industrial methods of human involvement. Their benefits are far-reaching, and their loss to forestry has created a number of ecological challenges. "The heterogeneous mixture of old growth trees makes them really resilient to wildfires and droughts. Their root systems prevent erosion, store water, and keep the whole ecosystem cooler and damper. Most people also don't realise that the majority of the carbon they store isn't in the trees themselves but in the soil layer underground; when we cut them down, we destroy those underground networks." While the New Zealand Forestry Accord has protected their native forests for about the last 40 years, no such protections exist yet in Canada. Where Ross lives on Vancouver Island, these precious natural ecosystems are under existential threat. "Our Indigenous populations have been active parts of these ecosystems for thousands of years, but with colonisation and large-scale industrialisation post-WWII, there's been a mechanisation of the forestry industry."



Irreplaceable Old Growth Forests

Many of our old growth forests are now viewed as resources within a capitalist mindset. The vast majority of logging here is done by private companies on public land, which results in operators that have no stake or investment in the future of those lands. When you make radical changes like we have, you lose the ecological function, biodiversity, and everything that makes these spaces so amazing." It can be challenging to balance the needs of industry with the imperative to protect our natural environment, Ross says, but there are certainly ways to do it better than we have done in the past. "There are a lot of really inspiring stories coming out about eco-forestry and how people are harvesting timber on ecological timelines with the biological values maintained."

And, of course, there are planted forests, such as the FSC certified new growth timbers used by Abodo

How Abodo's New Growth™ Timber Can Help

"Forest Stewardship Council is a solid accreditation system because it's managed by third parties who audit the activities of producers," Ross says. "It's as good a sustainable harvest model as you can have."

The key, Ross says, is to manage crops well and balance economic needs with ecological and biological values. "There are some great companies around the world who are dreaming big and doing inspiring work. Abodo is one that is trying to do things differently, and I think that's really cool. Humans have a tendency to think of ourselves as apart from ecosystems, rather than a part of ecosystems. This needs to change. You are an active part of an ecosystem, no matter where you stand, sleep or eat. And it's our collective responsibility to act in ways that are healthy for every member of our ecosystem.

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Image — Joel Caldwell



Join the New Growth™ Movement



© Cardrona Cabin by Assembly Architects
Queenstown, New Zealand Image — Chris Lea

Abodo Head Office — New Zealand
62 Ascot Road, Māngere,
Auckland 2022

info@abodo.co.nz
+64 9 249 0100

abodo.co.nz



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