

CERTIFICATE



This is to certify that

Worthen Industries Inc.

34 Cellu Drive, Nashua, NH, 03063, USA.

3 East Spit Brook Road, Nashua, NH, 03060, USA.

4105 Castlewood Rd, Richmond, VA, 23234, USA.

1125 41st St., SE, Grand Rapids, MI, 49503, USA.

Environmental Management System has been assessed and registered as conforming with the requirements of the ISO 14001:2015.

Scope:

Design and manufacture of adhesives, coatings, coated flexible substrates, extruded films, and the design and manufacture of insole rib attaching equipment.

Certificate Registration No. 000908-1-US-1-EMS

Certified Since 12.27.2016

Valid from 11.21.2025

Valid until 12.26.2026

Recertification Due 12.26.2028

Managing Director



ISO 14001

JAS-ANZ



WWW.JAS-ANZ.ORG/REGISTER



Business Systems Certification Pty, Ltd. (BCert) 15 Colman Close, Ropes Crossing NSW 2760, Australia

Certification is subject to satisfactory ongoing Surveillance Assessments.

The validity of this certificate can be verified at www.jasanz.org/register

Issue No. 3 Date. 11.21.2025