



## **HUMAN RIGHTS STATEMENT**

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### **OUR VALUES**

Our values – Integrity, Safety, Respect, and the pursuit of Excellence – are not just words; they are behaviors that we expect of each other and are present in the business decisions we make. We treat others with respect and courtesy, and we transact business fairly with our customers, suppliers, and vendors. Our values will not be compromised for convenience or economic gain.

We believe all people should be treated with dignity, equality, and respect. These principles apply equally to all employees, associates, management, officers, and directors (collectively, “Employees”) of Boise Cascade Company (the “Company”). Further, we expect our suppliers, consultants, agents, sales representatives, distributors, and independent contractors to uphold similar standards. Ethical and lawful conduct with regard to human rights is essential to protecting our reputation and our business relationships. We aspire to do business only with third parties that have a reputation for integrity. Anyone representing the Company or working on our behalf is expected to act consistently with our human rights principles.

Employees are encouraged to contact their supervisors, HR representatives, or Legal Department to seek guidance when potential human rights violations occur. We also have a confidential CARE Line, available toll free at (800)367-4611 or online at BCcareline.com. All inquiries and reports of suspected violations will be investigated promptly and fairly. No Employee will be subject to reprisal or retaliation for reporting in good faith a suspected violation. All appropriate steps will be taken to keep the identity of the reporting Employee confidential.

### **COMMUNITY ENGAGEMENT**

Philanthropy has always been a part of our heritage and culture at Boise Cascade. We believe it is our responsibility to have a positive influence as an employer and leader in the communities where we operate. Through donations or helping hands, we support non-profit 501c(3) organizations providing a broad, meaningful impact. Each facility has autonomy to support organizations or projects most relevant to their Employees or in their communities.

### **DIVERSITY AND INCLUSION**

Diversity and inclusion align with our core values. We believe building a diverse team creates a stronger Company and cultivating inclusiveness creates a culture of belonging where everyone is seen, heard, and valued. We strive to be a Company that embraces differences, where everyone is comfortable being themselves at work.

A steering committee was formed in 2019 to help formalize a strategy for how we will be more intentional in this journey. The committee is comprised of team members from different locations in different business units. Eight D&I goals have been identified and action steps are underway in several areas, including education and training, performance management, mentorship and recruiting. A tagline has been chosen so associates can recognize materials related to these efforts: Pursuing Excellence by Embracing our Differences.

### **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**



We respect the legal rights of Employees to join or to refrain from participating in worker organizations, including trade unions, as outlined by the National Labor Relations Act. We strive to establish favorable employment conditions and to maintain effective Employee communication programs as a means of promoting positive working relationships that help make Employees view third-party representation as unnecessary.

## **SAFE AND HEALTHY WORKPLACE**

Our success depends upon maintaining a safe and secure working environment that eliminates harm for those affected by our activities, including our Employees, business partners, and the public. We comply with all applicable health and safety laws and regulations. We monitor and measure our incidents to set objectives, targets, and programs that support our continual improvement.

We protect ourselves and those around us by putting our beliefs into practice every day to achieve the level of safety excellence we value. To create a safe workplace, we are committed to the following behaviors:

- understanding and following safety policies and procedures related each activity
- seeking ways to improve workplace safety
- avoiding all hazards and helping others do the same, as much as possible.

## **WORKPLACE SECURITY**

We believe it is every Employee's responsibility to maintain a work environment that reflects dignity and respect for every individual, and that is free from discrimination, violence, and physical or verbal harassment. Our Employees are encouraged to use our CARE Line to raise any concerns, questions, and grievances, without fear of retaliation. Refer to our [Code of Ethics](#).

## **LABOR**

Our belief that all individuals should be treated with dignity and respect is firmly rooted in our core values. We are committed to fostering an environment that recognizes and supports all aspects and dimensions of human rights. We do not tolerate the use of child or forced labor, trafficking in persons, or procurement of commercial sex acts. We work to ensure that the Company does not have suppliers, contractors, or other business partners who participate in these practices.

## **WORK HOURS, WAGES, AND BENEFITS**

We provide a fair or living wage for all Employees; base pay is structured on the external market cost-of-wages and is reviewed on an annual basis. We review pay equity and our pay-for-performance strategy in each employment market where we operate. [Equal Opportunity Employer](#)

We offer competitive benefits at all of our locations, including medical, dental, prescription drugs, vision, and company-paid life, A&D, and disability insurance. We also offer a 401(k) to help Employees plan for retirement, which includes contributions from the Company.

## **ENVIRONMENT**

We take seriously our commitment to operating within the laws that protect the environment. Our business, if not operated in compliance with the law and within our own high ethical standards, may pose a risk to the environment, our Employees, and the public.

We manage our businesses to sustain environmental resources for future generations by:



- proactively developing ways to continuously improve our environmental performance against established benchmarks
- applying best practices and exploring new ideas to conserve natural resources, prevent pollution, minimize manufacturing waste, and reduce energy use
- promoting improved environmental performance by setting expectations for our business partners and seeking business relationships with organizations that share our commitment to environmental sustainability.

## **OVERSIGHT**

The Company's Legal Department is responsible for the overall administration of the Company's Code of Ethics and Compliance Program ("Program"), which includes human rights principles.

In administering the Program, the Legal Department works closely with Finance, Human Resources, Internal Audit, and Security. The Company's General Counsel serves as its Compliance Officer and has overall responsibility for the management of the Program. The General Counsel reports directly to the CEO and, for this purpose, to the Board of Directors.

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