

ANTIDISCRIMINATION POLICY – Section Number: 1.4

POLICY STATEMENT

The purpose of this policy is to ensure that unlawful discrimination, harassing conduct, regardless of whether it rises to the level of improper conduct prohibited by law, and/or retaliation will not be tolerated and that all Boise Cascade associates will be able to work in an environment free from such improper behavior.

SCOPE

This policy applies to all Boise Cascade associates, including wholly owned or majority-owned subsidiaries and joint ventures for which the Company has management responsibility. It also applies to any subcontractor or supplier and its employees in their dealings with Company associates.

Appropriate action will be taken against a contractor or supplier found in violation of this policy. Such action includes requiring that a contractor or supplier remove an employee from our premises and not assign that employee to work on our business.

POLICY

Boise Cascade is committed to providing a professional work environment for its associates that is free from unlawful discrimination; physical, psychological, verbal, written or electronic harassment and retaliation against associates who, in good faith, raise complaints of or otherwise oppose such behavior. In keeping with this commitment, unlawful discrimination against any associate in the terms or conditions of employment; harassment of any associate by any supervisor, manager, co-worker, vendor, client, or customer of Boise Cascade; or retaliation against an associate who raises a complaint regarding or otherwise opposes such behavior will not be tolerated. Some discussion of each of these terms is helpful in determining the scope of this policy.

Boise Cascade takes an aggressive stance in prohibiting unlawful discrimination, harassment, and retaliation. This aggressive stance includes a complaint process designed to have such concerns raised, investigated, and addressed at the earliest possible opportunity. The complaint process provides for prompt resolution of complaints and appropriate remedial actions when necessary. To that end, because unlawful harassment frequently consists of conduct occurring over a period of time and having a severe or pervasive nature, Boise Cascade's prohibition of harassing conduct goes beyond that prohibited by law.

1. **Discrimination**

Unlawful Discrimination includes treating, on the basis of gender, race, national origin, marital status, religion, disability, color, age, veteran status, sexual orientation, gender identity, genetic information or any other status protected by applicable federal, state or local law, any associate or applicant for employment differently in regard to the terms and conditions of employment, such as hiring, promotion, compensation or termination.

2. **Harassment**

Harassment consists of severe or pervasive conduct that is unwelcome and: (1) interferes unreasonably with an individual's work performance or that creates an

intimidating, hostile, or offensive work environment, and (2) is based on another's gender, race, national origin, marital status, religion, disability, color, age, veteran status, sexual orientation, gender identity, or any other status protected by applicable federal, state or local law.

a. Because what constitutes sexual harassment can differ from other types of harassment, sexual harassment deserves special mention. Sexual harassment includes unwelcome sexual advances, such as sexual flirtations; verbal abuse of a sexual nature; graphic verbal comments about a person's body; physical touching; sexual propositions; sexual assault; sexually degrading words used to describe an individual; and the display in the workplace of sexually suggestive objects or pictures. It includes any threat or insinuation, either explicitly or implicitly, that a person's refusal to submit to unwelcome sexual advances will adversely affect that person's employment, evaluation, wages, advancement, duties, shifts, or any other condition of employment or career development.

3. Retaliation

Retaliation includes taking an adverse employment action against an associate because the associate in good faith raised a concern or participated in an investigation under, or otherwise opposed a policy, practice or action that allegedly conflicted with, state or federal employment discrimination laws. Prohibited retaliation can include a wide range of actions, including but not limited to demotions, failures to promote or transfer, and employment terminations.

4. State Laws

While this Antidiscrimination policy focuses on federal law, Boise Cascade commits to compliance with the laws of any state in which an associate is located. For example, Oregon law (which provides for a five-year statute of limitations with regard to discrimination laws), prohibits discrimination because of an individual's expunged juvenile record, in addition to the protected classifications described above. Also, if an Oregon associate voluntarily enters into a settlement, separation or severance agreement with Boise Cascade related to unlawful discrimination or sexual assault that contains a nondisclosure agreement (requires confidentiality regarding the agreement), nondisparagement, (agreement to say nothing negative about the other party) or no-rehire provision, the associate must be provided at least seven days to revoke the agreement after it has been signed and may not be required or coerced into entering into a nondisclosure or nondisparagement.

ROLES & RESPONSIBILITIES

All Boise Cascade associates are responsible for helping to ensure that we avoid improper conduct in the workplace. Any associate who believes that they are the object of unlawful discrimination, harassment, or retaliation or who has knowledge of such improper conduct toward any other associate or a vendor or customer should immediately report it to a supervisor, to the associate's location or business unit's human resources representative, the Privacy & Ethics Director or to the corporate Legal Department. Reports also may be made by utilizing the Company's **CARE line** by calling **1-800-367-4611** or going online to **BCcareline.com**. The CARE line is our Company's ethics and compliance reporting service that allows anyone (associates, customers, vendors, agents, suppliers, and members of the general public) to



report concerns or ask questions. It is operated by an independent third-party contractor to ensure confidentiality, and it is a risk-free way for associates to report unethical or illegal activity.

A prompt and thorough investigation will be conducted, and appropriate disciplinary action, up to and including termination, will be taken against any associate who is found to have been responsible for a violation of this policy and/or knowingly permitting a violation to exist unredressed. Other appropriate corrective action, including transfer or change in assignment, will also be taken in appropriate circumstances. To the fullest extent practicable, the Company will keep complaints and the terms of their resolution confidential. Boise Cascade will not retaliate against any associate for lodging a complaint or participating in an investigation.

Supervisors and managers are responsible for informing associates that unlawful discrimination, harassment and retaliation in any form is prohibited, that any such incidents should be documented and immediately reported, that any reports will be promptly investigated, and that appropriate disciplinary action will be taken if such improper conduct is found to have occurred.

Location managers are responsible for administering this policy for their associates and for ensuring that it is fully implemented at their location in accordance with Company and division guidelines. Inquiries regarding provisions of this policy should be directed to human resources managers or directors.

Once unlawful discrimination, harassment or retaliation is alleged, the allegations must be reported to human resources and the allegations appropriately investigated. In turn, human resources should notify the legal department of the allegations.

RELATED DOCUMENTS

Equal Employment Opportunity/Affirmative Action Policy 1.1
Code of Ethics