

## Proof of Performance

# The California Transparency in Supply Chains Act



Boise Cascade

The California Transparency in Supply Chains Act of 2010 (SB 657) (the “Act”) is designed to increase the amount of information made available by manufacturers and retailers regarding their efforts to address the issue of slavery and human trafficking in their supply chains. Boise Cascade Company (and its subsidiaries, collectively “Boise Cascade”) is dedicated to conducting business in a lawful and ethical manner, which includes the preservation of human rights. Boise Cascade expects all of its suppliers to conduct themselves in such a manner. The following outlines Boise Cascade’s efforts relating to the provisions of the Act.

**Verification:** Boise Cascade examines its supply chains continuously to evaluate the potential for human trafficking and slavery in high-risk countries, and to assess the extent of any related risks.

**Auditing:** Boise Cascade believes that its suppliers have low risk of engaging in slavery or human trafficking because a large majority of them are located in either the United States or in Canada. Due to this low risk, Boise Cascade does not currently engage in audits of its suppliers.

**Certification:** Boise Cascade requires its suppliers to comply with all laws without limitation, including those regarding slave labor and human trafficking in the country or countries in which they do business. Additionally, Boise Cascade requires its suppliers to agree to the terms of Boise Cascade’s Supplier Code of Conduct (the “Code”), which explicitly calls upon suppliers to practice and encourage the enforcement of fundamental human rights, including free choice. This Code stipulates, amongst other protections, that suppliers (a) do not condone, and are not complacent with regard to, any form of forced or compulsory labor, and (b) never permit children to perform work that exposes them to physical, mental, or emotional harm.

**Training:** Boise Cascade associates who are responsible for providing compliance oversight of the supply chain management program are required to complete a training on the Act and Boise Cascade’s policies related to identifying and mitigating the risk of slavery and human trafficking in Boise Cascade’s supply chains.

**Accountability:** Suppliers are held accountable for verifying their compliance with the Code. If a supplier is not in compliance with the Code, Boise Cascade may terminate any pending purchase order or contract with that supplier. Suppliers are expected to promptly inform Boise Cascade of any suspected violations of the Code, or any other integrity concern that involves or affects Boise Cascade, whether or not the concern involves that supplier. All reports are treated as confidential, and the reporting party may remain anonymous where permitted by law. Suppliers can report any such concerns by contacting the Boise Cascade Compliance Department at 208-384-3538 or [LegalDepartment@bc.com](mailto:LegalDepartment@bc.com).