

Safety as a Condition of Employment Policy

Policy Statement

At Boise Cascade, working safely is a way of life. We are committed to an incident-free workplace while striving to improve our future safety performance. We believe every associate must fully participate as a leader to keep our work environment safe.

Scope

Companywide

Policy

Safety Principles:

- 1) Safety is a condition of employment
- 2) Safety is a value in all we do
- 3) We are safe because we care
- 4) Management leads the process

It is Boise Cascade's responsibility to provide a safe environment in which you can work. Boise Cascade's management team is committed to maintaining effective controls and procedures to reduce the opportunities for occupational injuries and industrial health hazards.

You also have a very important role in ensuring a safe workplace. You are responsible to perform your job in a way that emphasizes safety and health as a behavioral priority.

- 1) Follow safe work practices and procedures, as well as Boise Cascade's safety rules and regulations.
- 2) If you notice any unsafe conditions, you are required to correct them if safe to do so and report them to your supervisor immediately. Suggestions for improving the safety of your work site are encouraged.
- 3) If a fellow associate asks how to perform a task safely, help them if you are able or find another associate who can.
 - a) If you are unsure of how to perform the job safely, you must find another associate or your supervisor who can show you how.

- b) If you see another associate performing a task in a manner that they or someone else could get injured, stop them immediately.
- 4) The Boise Cascade safety program relies on open and honest communication between all our team members regardless of position or tenure and we are committed to making it safe for all associates to speak up whenever there is a concern or question. If you feel you are not able to speak freely, please bring this concern to your supervisor, safety coordinator, HR representative, or you may contact the CARE Line at 1-800-367-4611 or [BCcareline.com](https://boisecascade.com/careline).

For more information, contact your location or division safety professional and please refer to the safety resources on Boise Cascade's Treehouse (see <https://boisecascade.sharepoint.com/sites/safety/SitePages/Home.aspx>).

In addition to those stated in this policy, you must adhere to all location-specific safety procedures.

Revision History

Date	Version	Description	Author
10/4/2019	1.0	Original	
10/21/2021	2.0	Updated to new template, added policy language to 2.,3.,4, updated reference to Treehouse	D. Silverman
6/2/2023	3.0	Minor edits	J. Jackson
8/08/2024	3.0	No changes this year	J. Jackson
5/8/2025	3.0	No changes	J. Jackson
5/18/2026	4.0	Minor addition of the CARE Line information	T. Liles