

HUMAN RIGHTS STATEMENT

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.

Ethical and lawful conduct with regard to human rights is essential to protecting our reputation and our business relationships. 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, “Associates”) of Boise Cascade Company (the “Company”). Further, we expect our suppliers, consultants, agents, sales representatives, distributors, and independent contractors to uphold similar standards. 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.

Associates 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 www.BCcareline.com. All inquiries and reports of suspected violations will be investigated promptly and fairly. No Associate 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 Associate 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 Associates or in their communities.

ASSOCIATE EXPERIENCE

Consistent with our values, we are focused on our people across our more than 60+ locations. Our people-centered approach includes cultivating a work environment where all Associates feel a sense of connection and community when they come to work each day.

Our teams are made up of great people with a variety of similarities and differences. Our Associates want to contribute their talent, potential, and experience to a company that values them. We are building a workplace culture where they can do just that. What makes our Company a great place to work is our people and our culture, which fosters connection and a sense of community. We are an [Equal Opportunity Employer](http://www.bc.com/eoo/) (www.bc.com/eoo/).

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the legal rights of Associates to join or to refrain from joining worker organizations, including trade unions, as outlined by the National Labor Relations Act. We strive to establish favorable employment conditions and to maintain effective Associate communication programs as a means of promoting positive Associate relations that make Associates 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 Associates, business partners, and the public. We comply with all applicable safety laws and regulations. We monitor and measure our incidents to set objectives, targets, and programs that support our continual improvement.

Boise Cascade employs an all-inclusive approach to workplace safety. From new hires to executive leaders, all our Associates are given the tools and training to help understand how to do their jobs safely and to foster personal accountability, including holding others to same standard of safety.

Training, advanced data collection, and analysis as well as a robust communication strategy give our Associates and management the best opportunity to make Boise Cascade a place where nobody gets hurt.

Here are some examples of our practices:

- Our locations have peer-led safety committees that create, promote, and improve initiatives at their facility.
- We regularly recognize and celebrate safety milestones and acknowledge teams that have achieved zero-incident milestones or have made outstanding contributions to improve safety practices at their facility.
- Contractors, vendors, and visitors receive a safety orientation before entering our facilities.
- Our facilities are places where it is safe to speak up if an associate has concerns or needs to stop the work in order to ensure any risks are immediately addressed.
- We continuously learn from our audits, industry best practices, and innovations in technology that help us provide a safe workplace.

WORKPLACE SECURITY

We believe it is every Associate'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 Associates are encouraged to use our ethics hotline 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 Associates; 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.

We offer competitive benefits at all 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 Associates 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 Associates, 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 Senior Privacy and Compliance Director serves as its Compliance Officer and has overall responsibility for the management of the Program. This role reports to the General Counsel who reports directly to the CEO and, for this purpose, to the Board of Directors.

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