



2950 SE Stark St, Ste 230 Portland, OR 97214



1051 Keolu Drive #230 Kailua, HI 96734

FSC Core Labor Requirements Policy (based on FSC-STD-40-004 V3-1, Section 7)

Statement of Values

Concannon Lumber Company (CLC) and Pacific Building Materials (PBM) recognizes the importance of maintaining and promoting the fundamental human rights of our staff and partners by operating under programs and policies that:

- Ensure employment is non-discriminatory, based on mutual consent, without threat of penalty
- Promote a workplace free from discrimination and harassment
- Prohibit child labor, forced labor, and human trafficking
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with applicable laws and regulations
- Provide humane and safe working conditions
- Recognize our employees' rights to freedom of association and collective bargaining

We commit to holding ourselves and our business associates accountable to these values and will fulfill the objectives of the requirements outlined in FSC-STD-40-004 V3-1, Section 7.

OUR POLICY IS AS FOLLOWS:

A. Forced Labor and Human Trafficking

CLC and PBM prohibits the use of all forms of forced labor - including prison labor, indentured labor, bonded labor, military labor, slave labor, and any form of human trafficking. Withholding wages, restriction of mobility/movement, retention of identity and/or passport documents, and threats of denunciation to the authorities will not be tolerated in the workplace.

B. Child Labor

CLC and PBM does not normally employ individuals under 18 or the local minimum age defined by applicable laws and regulations. Younger workers may be employed through company-approved short-term internships, apprenticeships, or work experience programs. Still, they are never permitted to do work that may threaten their health and safety or hinder their education or vocational progress.

C. Safe and Healthy Working Conditions

CLC and PBM always seeks to provide and maintain a safe and healthy workplace and complies with applicable safety and health laws and regulations. We are dedicated to ensuring a safe workplace by minimizing the risk of accidents, injury, and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplace, including identifying hazards and remediation of health and safety issues.

D. Freedom of Association and Collective Bargaining

CLC and PBM respects our employees' right to form, join, or not join labor unions without fear of reprisal, intimidation, harassment, or prejudice. When a legally recognized union represents employees, we are committed to establishing a constructive dialogue and bargaining with their freely chosen representatives in good faith and support the exercising of these rights.