



UFP INDUSTRIES, INC. SUPPLIER CODE OF CONDUCT

PURPOSE:

This Supplier Code of Conduct states our requirements for suppliers of the UFP Industries family of companies in order to ensure the organizations with which we do business comply with local laws and regulations, adhere to civil employment practices, and maintain fair business practices.

SCOPE:

Our Supplier Code of Conduct applies to all UFP suppliers across all global sites and operations.

POLICY:

The Company and its affiliates (collectively, “Company”) are committed to conducting business activities with the highest standards of business ethics in accordance with all applicable laws and regulations.

Compliance with Laws and Regulations:

Suppliers must maintain compliance with all applicable laws, including laws relating to business operations, employment and employment rights, the environment, and health and safety.

The Company may decline engagement with suppliers who do not meet compliance with this policy. In the event of any suspected or actual wrongdoing, suppliers have access to our whistleblower hotline and are expected to cooperate with any related investigation.

Employment Practices:

The Company expects our suppliers to treat their existing and prospective employees fairly and in accordance with all applicable laws and regulations relating to employment. We expect suppliers to:

- Ensure equal opportunity and non-discriminatory practices in hiring and employment decisions.
- Adhere to fair working conditions.
- Abstain from forced labor of any kind.
- Ensure that child labor is not used.

Business Practices:

The Company expects its suppliers to comply with all applicable anti-trust,,anti-corruption (such as the U.S. Foreign Corrupt Practices Act) and fair competition laws and regulations.

The Company maintains a zero-tolerance policy for corruption and prohibits suppliers from offering or making improper payments of money including anything of value to government (U.S., state, local or foreign) political parties, officials, candidates, or other persons.

Any suspected or actual violation of anti-corruption or kickback laws should be reported to the Chief Compliance Officer, or any other member of the UFP Executive Committee, which include the President, Vice Presidents, and Chief Executive Officer.

We expect our suppliers to be in compliance with all security and privacy laws to ensure proper technical and security controls in place for protection of confidential information.

Health and Safety:

We expect our suppliers to follow all applicable health and safety laws and maintain a safe and secure business environment for the protection of their employees. Actionable steps should be taken to prevent health and safety incidents.

OWNERSHIP & APPROVAL:

The UFP Executive Committee will review this policy at least annually to verify and certify its continued applicability, effectiveness and alignment with our business strategy.