



## **UFP INDUSTRIES, INC. CONFLICT MINERALS POLICY**

The Federal Government has determined that Conflict Minerals mined in the Democratic Republic of the Congo (DRC) and its adjoining countries (collectively referred to as the “Covered Countries”) have fueled violence and human rights abuses in the region. The Securities and Exchange Commission (“SEC”) has issued rules under the Dodd-Frank Wall Street Reform and Consumer Protection Act regarding the sourcing of Conflict Minerals. Under these rules, UFP Industries, Inc. (“UFP”), as a publicly-traded company, must file annual reports with the SEC reporting on the presence of Conflict Minerals originating in the Covered Countries in the products it manufactures if the Conflict Minerals are necessary to the functionality or production of a UFP product.

“Conflict Minerals” include gold, cassiterite, columbite tantalite or coltan, wolframite, and their derivatives such as tin, tantalum, and tungsten, regardless of where they are sourced, processed, or sold. The U.S. Secretary of State has the authority to add other minerals or derivatives in the future.

UFP has implemented a process to meet these SEC reporting obligations, including increasing supply chain due diligence and internal controls.

### **The following are guiding principles on UFP’s responsible sourcing of Conflict Minerals:**

- UFP will undertake reasonable due diligence with its suppliers and their supply chains to determine the source of any Conflict Minerals necessary to the functionality or production of any UFP product and to determine whether such Conflict Minerals are “conflict free” pursuant to SEC regulations.
- UFP will fully comply with the Conflict Minerals reporting obligations required by U.S. federal law, consistent with UFP’s Code of Business Conduct and Ethics.
- UFP expects its suppliers will cooperate fully with all due diligence efforts of UFP regarding the sourcing of Conflict Minerals, by coordinating their own due diligence efforts with their supply chains and by providing all information, declarations, certifications, or confirmations that UFP may request from them from time to time.
- UFP suppliers who fail to comply with UFP’s due diligence efforts will be reviewed by UFP for future business.

Certain parts or materials manufactured by UFP may include Conflict Minerals. UFP is often positioned several tiers downstream in the supply chain and therefore must rely heavily on information provided by suppliers. These supplier relationships are important to UFP and are based on open communication, which aids in ensuring compliance with all reporting requirements and processes.

UFP utilizes strong management support and appropriate resources to ensure the reporting requirement and the due diligence process will be executable and effective.