



UFP INDUSTRIES, INC. HEALTH AND SAFETY POLICY

STATEMENT:

UFP Industries, Inc., and its affiliates (collectively, “UFP”) are committed to providing a safe, sustainable, and healthy work environment for each employee. As a Corporation, we are accountable for compliance with local, state, and federal health and safety regulations. Each employee is responsible for following the health and safety guidelines of the company, ensuring their own safety, and reducing the risk of injury to others in the workplace. This policy encourages employees to report hazards and submit safety suggestions to plant management or the Safety Committee. The purpose of the Health and Safety (H&S) function is to support our aim to ensure the health and safety of all those that do business with UFP.

SCOPE:

Our Health & Safety philosophy extends to those that do business with UFP, including suppliers, and vendors. We will comply with all lawfully enacted and applicable environmental, health and safety laws and regulations, and we expect our business partners to do the same.

IMPLEMENTATION:

The Company establishes, communicates, and enforces rules and guidelines for safe behavior and work habits in the workplace. Safety rules are maintained in various department manuals as well as on the company intranet and are made available to all employees. Our safety program is designed to eliminate workplace hazards.

The Company expects suppliers to apply compliant health and safety policies and practices. International suppliers should also comply with international standards, laws, and regulations. We expect suppliers to address the possibility of disasters and other emergencies by following business continuity plans and response procedures.

Each operation has a Safety Committee which consists of an operations leader, a maintenance individual (for plants that have one), and two or more employees who represent various work areas and shifts. The list of Committee Members is posted in the facility. Committee members are paid for the time they spend meeting or performing authorized Committee activities. Committee members will be rotated periodically. The Committee will meet a minimum of once a month, and will cover the agenda outlined by the Corporate Safety Committee. Each employee is encouraged to submit safety suggestions and the identification of hazards. The minutes of the monthly meetings should be posted in the plant.

Plant management and Safety Committee members will perform periodic work site inspections to identify and address any unsafe work practices or safety hazards.

Employees will receive appropriate safety training during job orientations, and training will be ongoing as needed. Safety training meetings for all employees will be held at least once a Quarter.

OWNERSHIP & APPROVAL:

Management of this Health and Safety Policy is the responsibility of UFP's Executive Committee. Our Corporate Safety Committee will review this policy at least annually to verify and certify its applicability. Significant material deficiencies related to this policy will be reported to the Board of Directors of UFP Industries, Inc.