



M. BOHLKE CORP. - SUPPLIER CODE OF CONDUCT

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Introduction

M. Bohlke Veneer Corp (MBVC) is a leading US-based wood veneer and wood surfaces manufacturer and supplier, who is committed to conducting its business in an ethical, legal, and socially responsible manner. Further, M. Bohlke Veneer Corp strives to continuously improve the sustainability of its operations and products.

The M. Bohlke Veneer Code of Conduct sets out the requirements and ethics to which we communicate to our vendors and clients alike regarding compliance with laws and regulations, corruption, and bribery, social and working conditions, child labor, and the outside environment. Our goal is to work with our customers, clients, and vendors to assure full compliance with these requirements and to promote and pursue continuous sustainability of our products and operations.

Compliance with Laws and Regulations

We comply with all applicable United States and international laws and regulations, including the International Labor Organization (the "ILO") and the United Nations' Universal Declaration of Human Rights, industry standards, and all other relevant statutory requirements, whichever requirements impose the highest standards of conduct.

Doing Business with Integrity

We conduct our business in accordance with the highest ethical standards and comply with all applicable laws and regulations concerning corruption, bribery, fraud and unfair and prohibited business practices.

Social and Working Conditions

We recognize and are committed to upholding the human rights of our employees and treat them with dignity and respect as understood by the international community. We respect and conform to the following standards:

Freely Chosen Employment. The use of forced, bonded, or indentured labor or involuntary prison labor is strictly prohibited. Employment is voluntary within our organization.

Child Labor Avoidance. We do not, under any circumstances, use child labor as defined by ILO and United Nations Convention and/or national law, whichever is more stringent.

Compensation. We comply with all applicable laws, regulations and industry standards concerning wages and benefits. Wages and benefits paid for a standard working week meet at least legal or industry minimum standards and always be enough to meet basic needs of workers and their families.

Working Hours. We comply with all applicable laws, regulations, and industry standards on working hours. Unless applicable laws, regulations or industry standards are more restrictive, the maximum working hours in a week do not exceed the maximum allowable.

Non-Discrimination. We strictly adhere to all applicable laws and regulations prohibiting discrimination in hiring and employment on the grounds of race, religion, age, nationality, color, gender, sexual orientation, physical ability, health condition, political opinion, creed, or other basis prohibited by law.

Freedom of Association and Collective Bargaining. We respect the rights of employees to form and join trade unions and bargain collectively.

Health and Safety. We provide their employees with a safe and healthy workplace in compliance with all applicable laws, regulations, and industry standards. Harassment of any employee is prohibited.

Working Conditions. We provide their employees with adequate working facilities which, at a minimum, ensure access to potable drinking water and sanitary facilities; fire safety; access to emergency medical care; and adequate lighting and ventilation with defined rest and refreshment breaks.

Environment

We resonate that environmental responsibility is integral to producing high quality products. We comply with all applicable environmental laws, regulations, and industry standards, such as requirements regarding industrial wastewater treatment and discharge, air emission controls, recycling, chemical and waste management and disposal, environmental permits, and environmental reporting.

FSC. All of our products which bear FSC (Forest Stewardship Council) certification of FSC 100%, Controlled Wood or Mix Credit are sold under our Certificate Code of: SCS-COC-000032 and Trademark license code: FSC-C0006082

PEFC. All our products which bear PEFC Chain of Custody Certification are sold under our SCS Certification Registration Number: SCS-PEFC/COC-00032

AHEC. We are a participating and compliant member of the American Hardwood Export Council and adhere to all their Certificates of Compliance [on file]

AWI. We are a presenting sponsor and contributor to the Architectural Woodworking Institute which helps ensure the quality of the millwork which our products are being used for is up to all construction safety and quality standards [membership information on file]

Ohio EPA. We comply and certify with the Ohio EPA and the Southwest Ohio Air Quality Agency to control and monitor that all Particulate Emissions from our manufacturing operations are within acceptable limits [Our permit to operate is on file]. We also adhere to all wastewater removals through proper sewer drainage or requirement water disposal through a 3rd party contractor.

Waste & Recycling. We are proud at MBVC that we recycle 95% or more of our paper, plastic, steel, and wood waste within or outside our facility. Any landfill waste is controlled and disposed of through our contract with Rumpke Waste Services [contract on file].

Communications and Implementation

We effectively communicate to all our employees the content of this Code and undertake actions necessary and appropriate to assure it implementation.

Monitoring and Record Keeping

We maintain documentation appropriate to demonstrate adherence to this Code, both for its our operations as well as those of our agents, subcontractors, and suppliers. We may provide this documentation and other information demonstrating adherence to this Code upon the customer's request, assuming proprietary information will be redacted