



CODE OF CONDUCT RIVER CITY WOOD PRODUCTS RIVER CITY SOLUTIONS

General Principles

River City Wood Products always acts in accordance with the principles of **legality, loyalty, integrity and transparency**: our aim is to pursue a highly satisfactory level of performance for our customers. This is attained through continuous research into quality and growth through technologies that both respect the environment as well as considering the vital aspect of safety – all in a greater context of reducing the risk for the social environment

This code has been drafted in accordance with international norms such as the ten principles of the United Nations Global Compact initiative, the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, the International Labor Organization Conventions and the OECD Guidelines for Responsible Business Conduct.

Law and Regulations

River City Wood Products is obliged to comply with all applicable laws and regulations of those states and countries where we conduct business.

Corruption and Bribery

River City has a “zero tolerance” policy when it comes to unethical business behavior, such as bribery and corruption. We expect all of our customers to adhere to similar standards and to conduct their business ethically. River City will not offer, give or receive any gift or payment which is, or may be considered as being, a bribe. Any demand for or to offer of a bribe must be rejected immediately and reported to the management.

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Office: (440) 808-9960 / Fax: (440) 808-9962
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Quality Policies

River City Wood Products operates a Quality Management System and has established quality policies that ensure adequate quality and service is provided in accordance with our customers specifications. River City is continually improving our management systems and documenting our systems improving efficiencies.

Human and Labor Rights

River City supports the protection of human rights around the world. We comply with all applicable laws and regulations. In particular, this document is based on the United Nations Universal Declaration of Human Rights.

Our supply chain partners are expected to support our commitment to respect human and labor rights in particular.

Occupational Health and Safety: Provisions of a safe and hygienic working environment through proactive management and controls that minimize health and safety risks and support accident prevention for all personnel, keeping in mind the prevailing knowledge of the industry, the requirements of local health and safety laws and of any specific hazards, wherever personnel perform duties, such as factories, warehouses, workshops, offices, vehicles, external facilities or other work, dining, and recreational spaces.

Working hours comply with applicable laws and industry standards on working hours, respecting internationally recognized human rights. All overtime shall be purely voluntary, unless part of a legally recognized collective bargaining agreement. No worker shall be made to work overtime under the threat of penalty, dismissal, reporting to authorities, or as a disciplinary measure.

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Child and forced labor are strictly prohibited by River City and any of our partners at any stage of our business activities.

Wage and benefits: Compensation paid to the employees must comply with the applicable wage laws, including those relating to the minimum wages, overtime hours and mandatory benefits.

River City treats all employees in a fair and equal manner. We do not allow any discrimination, promoting a workplace free from harassment (sexual, physical, mental) and free from any form of inappropriate behavior or abuse on any grounds (including but not limited to age, disability, ethnic origin, gender, gender identity, nationality, marital status, parental status, physical appearance, political convictions, pregnancy, race, religious beliefs, sexual orientation, social origin or status, economic status, union affiliation or employment status – salaried or hourly, full-time, part-time, seasonal, intern)

Health and Safety

River City provides a safe and healthy workplace. We provide our employees with all the necessary information, equipment and training, and put in place an effective safety program, covering human safety and emergency management.

Environment

River City makes all reasonable efforts minimize the impact of our activities on the environment. We practice best procedures with the following areas in mind: resource consumption, air emissions, dust emission, water consumption, management of hazardous materials, recycling and waste production.

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