



## Global Wood Sourcing Policy Statement

JELD-WEN is committed to environmental stewardship, maintaining biodiversity, combating climate change, and sustaining livelihoods in the procurement of wood and wood products for its operations. JELD-WEN, Inc. and all its global subsidiaries aim to ensure the sourcing and production of wood products does not lead to deforestation or the conversion of other natural ecosystems and safeguards human rights in its operations and supply chain.

This Policy Statement applies to the procurement and sale of all wood and wood products utilized in JELD-WEN's global manufacturing and distribution facilities. This Policy Statement is designed to further our compliance with regulatory requirements and JELD-WEN's commitment to sustainable sourcing of wood and wood products.

### Definition of Responsible Wood

JELD-WEN defines Responsible Wood as wood and wood-based products that are:

- a) traceable through the supply chain,
- b) legally harvested, sourced and transported,
- c) in compliance with worker and human rights principles as defined by the International Labour Organization (ILO) Core Conventions,
- d) obtained in a manner that does not contribute to the conversion of natural forest cover and the destruction of areas of high conservation values, and
- e) not contributing to substantial biodiversity loss, including that of rare, threatened and endangered species.

### Compliance

JELD-WEN is committed to taking all measures to avoid procuring or selling wood materials obtained from countries with sanctions in timber or exports by the United Nations Security Council or the European Union Council.

JELD-WEN will require suppliers to utilize only Responsible Wood, as defined above.

In addition, wood sourced from regions of risk must be certified by recognized third-party certification agencies. Regions of risk are regularly assessed using independent and international expert sources on conservation, legal and responsible forest management, and anti-corruption. Regions of risk include the below:

- Atlantic Forest
- Amazon Basin
- Borneo
- Cerrado
- Chocó-Darién
- Congo Basin
- East Africa and Miombo
- Eastern Australia
- Gran Chaco
- Greater Mekong
- Papua New Guinea
- Solomon Islands
- Sumatra
- Russia and Belarus



JELD-WEN recognizes the following third-party certification schemes:

- Forest Stewardship Council® (FSC®)
- Programme for the Endorsement of Forest Certification (PEFC)
- Sustainable Forestry Initiative (SFI)
- American Tree Farm System (ATFS)

JELD-WEN maintains compliance with international timber sourcing requirements such as those adopted in the European Union Deforestation Regulation (EUDR)<sup>1</sup>, UK Timber Regulations, and the United States Department of Agriculture Lacey Act.

### **Supplier Commitment**

JELD-WEN will require suppliers to provide either third-party certified wood products for regions of risk or evidence of the supplier's compliance with this Policy Statement from regions not listed as regions of risk at the request of JELD-WEN.

### **Grievance mechanisms**

JELD-WEN provides a grievance mechanism for all employees. We also provide a comprehensive and confidential reporting tool to report, identify, and address fraud, abuse, and other misconduct in the workplace all while cultivating a positive work environment.

JELD-WEN's confidential reporting tool is called the [Ethics Helpline](#), which is available in multiple languages, 24 hours a day, seven days a week, and is operated by an independent third-party provider. Where authorized by law, reports may be made anonymously, but all reports are kept as confidential as possible to protect the reporter's rights and the rights of those being investigated.

JELD-WEN does not tolerate retaliation of any kind against anyone who shares a concern in good faith or assists with an investigation.

This Wood Sourcing Policy Statement is overseen by JELD-WEN's Chief Compliance Officer.

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<sup>1</sup> The EUDR is scheduled to replace the European Union Timber Regulation.