



PotlatchDeltic and its subsidiaries (collectively, "PotlatchDeltic" or the "Company") are committed to environmental responsibility and sustainable forest management, corporate social responsibility, and responsible corporate governance including maintaining high standards of ethical and legal conduct and complying with applicable laws, rules and regulations. We expect the same commitment and compliance from our business units' suppliers, vendors, contractors, and subcontractors (collectively, "Suppliers").

This Supplier Code of Conduct (the "Code") outlines the principles and guidelines the Company expects its Suppliers to adhere to, in addition to applicable law, when providing services or products to the Company. PotlatchDeltic expects Suppliers to ensure that their subcontractors and suppliers also adhere to principles and guidelines in line with this Code.





COMMITTED TO ENVIRONMENTAL RESPONSIBILITY

Sustainability and Environmental Compliance

PotlatchDeltic is committed to the sustainable management of our lands and to responsible environmental operations in our wood products facilities. Forestry best management practices utilized must include considerations to protect water quality and promote biodiversity. Suppliers must comply with federal, state and local environmental laws and regulations and any best management practices adopted by PotlatchDeltic to prevent environmental incidents. Suppliers' employees have the right to report environmental compliance concerns on PotlatchDeltic premises by reporting them to the PotlatchDeltic Ethics Hotline at the link below.

Resource Efficiency

Suppliers must seek to reduce air emissions, energy use, water use, and waste. Suppliers must also seek to reduce the use of substances of concern, including hazardous air emissions and hazardous waste (solid and wastewater).

COMMITTED TO SOCIAL RESPONSIBILITY

Child Labor, Migrant Labor and Forced Labor

Suppliers must not use child labor and must only employ workers who are authorized by law to work in the jurisdiction where the work is performed and who meet the legal age of employment according to the Fair Labor Standards Act and applicable state or local law. If the Supplier employs migrant workers, the Supplier and its agents must use ethical recruitment practices, not withhold identity documents, not charge migrants recruitment fees, and take reasonable measures to ensure workers understand the terms of their contract for employment. Suppliers must not use prisoner or other forms of forced labor.

Freedom of Association

Suppliers must respect the legal right of employees to freedom of association and collective bargaining. Suppliers must ensure employees are not subject to unlawful restriction, intimidation or harassment in exercising their rights to lawfully associate with groups of their choice.

Equal Opportunity and Non-Harassment

PotlatchDeltic is committed to equal opportunity and fair employment practices. Suppliers must not discriminate in employment opportu-

nities, nor tolerate harassment within its workforce, whether by supervisors or coworkers, on the basis of race, color, sex, sexual orientation, national origin, age, disability or veteran status or any other consideration protected by federal, state or local laws. This commitment to equal opportunity must apply to all persons in operations.

Health and Safety

Safety is a core value in all of our work environments, and we require our Suppliers to demonstrate a commitment to safety. Suppliers must comply with applicable laws and regulations governing safety and health practices, such as the Occupational Safety and Health Act and similar federal and state laws and regulations. Suppliers must provide workers with a safe and healthy work environment including access to clean, safe and reasonable working conditions and a workplace free of the effects of alcohol and drug use. Suppliers must comply with PotlatchDeltic health and safety rules and procedures while on Company premises or while performing work on behalf of the Company. Suppliers will provide the Company data on recordable injuries or fatalities that occur on site and their total recordable incident rate. Suppliers' employees have the right to refuse work and report health and safety concerns on PotlatchDeltic premises by reporting them to the PotlatchDeltic Ethics Hotline at the link below.

Wages and Working Hours

Suppliers must comply with all applicable laws and collective agreements regarding working hours and wages. Suppliers must pay their workers within the time periods, without unlawful deductions, and with paycheck data required by applicable law. As required by applicable law, overtime must be paid at a premium or higher rate and wage deductions must not be used as a disciplinary measure. Where practical, it is preferred that Suppliers do not use excessive non-regular employment such as temporary contracts in lieu of full-time employment.

Community

As a member of many communities across the country, PotlatchDeltic is keenly aware of our role in contributing to the well-being of the places where we live and do business. Suppliers are encouraged to support their local communities and engage in meaningful dialogue with their stakeholders.

COMMITTED TO RESPONSIBLE GOVERNANCE

Human Rights

PotlatchDeltic respects international principles of human rights and is committed to standards to prevent adverse human rights impacts in our supply chain. Suppliers must strive to respect and promote all human rights and conduct human rights due diligence to avoid and remedy potential adverse impacts. Suppliers must commit to respect indigenous peoples and traditional livelihoods.

Company Assets and Confidential Information

Suppliers must protect PotlatchDeltic assets and information at all times and ensure their appropriate use. Suppliers must maintain the confidentiality of the Company's nonpublic information and only disclose confidential information with PotlatchDeltic written consent. Suppliers are not authorized to use PotlatchDeltic's name and logo for any reason without PotlatchDeltic's prior written consent.

Privacy

Suppliers must protect any PotlatchDeltic customer, employee and other Supplier confidential information they access. Suppliers are responsible for knowing and complying with all information protection and privacy laws that apply to their obligations with PotlatchDeltic. Suppliers must report actual or potential unauthorized disclosures of confidential information immediately to the PotlatchDeltic Ethics Hotline at the link below.

Insider Trading

A Supplier who possesses material non-public or inside information regarding PotlatchDeltic may not purchase, sell or trade PotlatchDeltic stock (or tip others to do so) until the information is made public by the Company and the public has had sufficient time to absorb it. All material inside information regarding PotlatchDeltic is confidential and proprietary and may not be disclosed to other persons.

Conflicts of Interest, Gifts and Entertainment

PotlatchDeltic is committed to ethical business practices and Suppliers must respect that our employees are required to avoid activities, situations, associations or relationships that might impair or appear to impair the employee's ability to exercise independent judgment in PotlatchDeltic's best interests or that might compromise PotlatchDeltic's integ-

ity or reputation. It is PotlatchDeltic's policy that employees will not receive any favors over \$200 in value from its suppliers, contractors, customers or competitors or others in a position to attempt to influence Company decisions. The term "favors" shall be deemed to include money, gifts, loans, unusual hospitality, or any other form of personal gain.

Anti-Corruption

Suppliers must not pay or offer any bribes, kickbacks or other improper payments, including the giving or offering of money or other things of value to any governmental or political official or candidate or customer, supplier or other person in order to secure or retain business or favored business treatment. PotlatchDeltic expects all Suppliers to comply with all applicable anti-corruption laws.

Antitrust

PotlatchDeltic is committed to strict adherence to the letter and spirit of the antitrust laws. Suppliers must not enter into agreements or take actions that unreasonably restrain trade or are deceptive and misleading.

Reporting

Suppliers are expected to keep accurate records to prove compliance with the Code and immediately provide PotlatchDeltic with information concerning any negative environmental impact, violation or spill or health and safety incident associated with PotlatchDeltic. A Supplier may ask questions or report any concerns regarding compliance with this Code, or other standards pertaining to Suppliers' provision of services, to PotlatchDeltic by contacting the PotlatchDeltic Ethics Hotline, 24 hours a day, seven days a week. Suppliers can also report violations of the Code anonymously on the PotlatchDeltic Ethics Hotline at www.lighthouse-services.com/potlatchdeltic.

