

Masonite Supplier Code of Conduct



MASONITE.

Masonite is proud of its tradition of conducting business in accordance with ethical standards and in compliance with the laws of countries in which we produce, buy and sell our products. We are committed to legal compliance and ethical business practices in all operations and will only conduct business with suppliers who share that commitment.

The Masonite Supplier Code of Conduct defines our expectations. No Code of Conduct can be all inclusive but we expect our suppliers to act reasonably in all respects and to ensure that no abusive, exploitative or illegal conditions exist at their workplaces.

Masonite expects its suppliers to extend principles of fair and honest dealing to all others with whom they do business, including employees, subcontractors and suppliers.

Masonite will only do business with suppliers who have certified to us that their business practices are lawful, ethical and in compliance with the principles set forth in this Code of Conduct. Suppliers are subject to audit as provided in Masonite's Supplier Policy.

Masonite will terminate its business relationship with any supplier who violates this Code of Conduct:

- **Compliance with laws:** Suppliers must comply with all applicable international, federal, state, provincial, and local laws, rules, regulations and ordinances in connection with the design, manufacture, sale, delivery and use of their products.
- **No forced labor:** The use of forced or indentured labor of any kind is forbidden.
- **No child labor:** All workers must be at least the local legal age, above the oldest compulsory school age, and at least 15.
- **Human Trafficking, Slavery and Forced Labor:** All forms of human trafficking, slavery and forced labor are forbidden, including physical abuse and corporal punishment.
- **Health and safety:** Working conditions must be safe and healthy with first-aid facilities, adequate fire exits, clean water, clean restrooms and safety equipment.
- **Work hours:** Normal hours should follow local limits or a maximum of 60 hours per week. Workers should have at least one day off per week.
- **Wages and benefits:** Wages are set at or above local minimum wage requirements (including overtime), and cannot be deducted as disciplinary action, except as prescribed by local law.
- **Non-discrimination:** Employment (salary, benefits, promotion, training, termination) must be based on merit and ability, not on beliefs or race.
- **Freedom of association:** Suppliers and subcontractors shall recognize and respect the right of employees to freely associate in accordance with the laws of the countries in which they are employed.
- **Harassment or Abuse:** Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
- **Anti-Bribery:** Supplier and subcontractors shall not make or receive any corrupt or inappropriate payments on behalf of Masonite and shall comply with all applicable laws local anti-bribery laws.
- **Environment and Sustainability:** Suppliers must comply with all applicable environmental laws specific to the country of manufacture/service. Suppliers should

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measure, report and reduce their carbon footprint.

- **Conflict Minerals** Suppliers and subcontractors shall comply with all U.S. and other laws related to the sourcing and use of conflict minerals (tin, tungsten, tantalum and gold) and should make **all reasonable efforts** within their own supply chains to ensure that no 3TG that may have or are known to have funded violent conflict in the Democratic Republic of Congo and adjoining countries are used in the products sold to Masonite or its subsidiaries.
- **Gifts, Entertainment and Conflicts of Interest:** Suppliers must avoid conflicts of interest in their dealings with Masonite. Suppliers must comply with Masonite's Gift and Entertainment Policy as in effect from time to time.

The undersigned acknowledges they have received Masonite's Supplier Code of Conduct and certifies they are in compliance with the principles set forth therein.

Supplier Name: _____

Signature: _____ Date: _____

Title: _____

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