

PotlatchDeltic Corporation
Human Rights Policy

Respect for human rights is a fundamental value of PotlatchDeltic. We strive to respect and promote human rights in our relationships with our employees, suppliers, the communities where we operate and other stakeholders. While we believe that it is the role of government to safeguard human rights, we also recognize that we can help foster respect for human rights. We comply with applicable domestic human rights laws, and though we do not have international operations, we respect and support internationally recognized human rights principles. In that spirit, we have developed this Policy guided by frameworks such as the U.N. Guiding Principles on Business and Human Rights and the United Nations Universal Declaration of Human Rights. Our commitment to respecting human rights is embodied in our Corporate Conduct and Ethics Code, Supplier Code of Conduct, Diversity Equity and Inclusion Policy, and our other policies, standards and practices.

Diversity, Equity and Inclusion. Our human capital is the most valuable asset we have, and we are committed to advancing, supporting, and preserving a culture of diversity, equity, and inclusion. We believe in treating all employees fairly, with respect, and with dignity and we strive to create a workplace where our employees are valued for their contributions, are provided equal opportunities for development and advancement, and reflect the diversity of the communities in which we operate. We respect differences that contribute to our success, including age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, genetic or family medical history, socio-economic status, veteran status, and other characteristics that make our employees unique. This philosophy applies to our practices and policies governing recruitment, hiring, promotion and termination, as well as to decisions on compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, continuing education, tuition assistance, social and recreation programs, or other employment practices. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Safe and Healthy Workplace. The safety and health of our employees is a core value in our work environments, achieved through a commitment at all levels. Our policy is to provide a safe and healthy workplace and to meet or exceed internal requirements as well as 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. We provide our employees with safety training and address and remediate identified risks of accidents, injury and health impacts and promote a culture of continuous improvement. We are committed to maintaining a workplace that is free from violence, intimidation, harassment and other unsafe or disruptive conditions due to internal and external threats.

Benefits, Fair Wages, and Work Hours. We provide comprehensive benefits to our employees and compensate employees competitively relative to the industry and local labor market, and in compliance with all applicable compensation laws or collective bargaining agreements. Like our other human resources policies, our compensation and benefits policies are communicated to employees and available for their review. Working time practices, including those related to working hours, working conditions, and overtime, comply with applicable laws and collective agreements.

Freedom of Association and Collective Bargaining. We recognize and respect the legal right of employees to form, join, or not to join a trade union and to bargain collectively without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue and bargaining in good faith with their representatives.

Forced Labor and Child Labor. PotlatchDeltic prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, modern forms of slavery and any form of human trafficking. We do not use child labor and 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. We comply with all local applicable laws and regulations relating to hiring children and we do not employ children or support the use of child labor.

Sustainability and Environment. We recognize that we are the stewards of our lands and the environment for generations to come and that forests are part of the solution to climate change. We are committed to the sustainable management of our timberlands and to responsible environmental operations in our wood products facilities. We utilize forestry best management practices that include considerations to protect water quality, promote biodiversity, and conserve special areas. We believe access to sufficient, safe, and affordable clean water is a fundamental human right. We comply with all federal, state and local environmental laws and regulations, and best management practices we adopt. We strive to continually improve our environmental performance.

Communities and Stakeholder Engagement. We recognize that we are an integral part of the communities in which we operate. We are committed to actively engaging with stakeholders in our communities and considering their views, including indigenous peoples as well as other vulnerable and disadvantaged groups. We are committed to creating a positive economic impact in the communities where we operate, and also to making a difference through volunteering and charitable initiatives.

Data Privacy. We are committed to respecting the privacy of individuals including employees, vendors and customers. We follow all applicable data privacy laws and devote significant resources to protect the personal information of employees, vendors and customers, and to mitigate data breach and data leakage risks.

Suppliers. We require that our suppliers, contractors and customers observe the same respect for human rights in their actions and relationships with PotlatchDeltic, which we have outlined in our Supplier Code of Conduct.

Training and Reporting. Effective with this policy, all employees are required to complete annual human rights awareness training. Reporting procedures exist for any concerns relating to violations concerning this policy, including anonymous reporting to a confidential hotline maintained by an independent third-party. Additional details regarding the hotline are available on our [website](#). No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. The Company will investigate, address and respond to the concerns of employees, and will take appropriate corrective action in response to any violation.