

Human Rights

Recognition of the human rights for all people is a determined fundamental value of Sauder Woodworking Co.

Sauder considers Better Ways, Respect, Integrity, Stewardship, and Servanthood to be core values. We believe in building relationships on trust and respect and commit to earning that trust with honesty and integrity. It is our corporate responsibility to respect all internationally recognized human rights.

Our intent is to help everyone enjoy the benefit of human rights within the company and community. To promote the freedom of human rights as well as any action that could impact this freedom, our leadership will evaluate business practices inside and outside the company. The Sauder executive team will lead by taking appropriate steps toward effective compliance as well as sponsor mechanisms that effectively address human rights violations. Our human rights reference point is the international Ethical Trading Initiative (ETI).

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labor shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed

The policies, procedures, and benefits in the Sauder employee handbook communicate the company's position as well as individual expectations to ensure human rights. Sauder recognizes the UN Guiding Principles on Business and Human Rights and encourages its employees to learn more to identify, support, and report a human rights violation.

Sauder Woodworking Co. August 2022

Business Ethics and Values

Sauder Woodworking Co. was founded with the belief that everyone is a spiritual being on a human journey; that our talents and resources are given by God and are to be used for our own needs and to serve the well-being of others. We believe that all of us share in the responsibility of creating an environment based on openness and mutual respect, fostering continuous growth as individuals and as an organization.

All business at Sauder Woodworking Co. is to be conducted with honesty and integrity. The Company and business operations are built on a shared set of core values which include:

- Respect for all people.
- Fairness, integrity, and openness in all that we do.
- The right and need of each person to grow and learn.
- Serving the well-being of others.
- Stewardship and the development of human and material resources.
- Work as an important component of a balanced quality of life.
- A community which seeks to include rather than exclude.