

Leadership Team

Disclosures

### **California Transparency in Supply Chains Act Disclosure**

M-D Building Products supports the goals of the California Transparency in Supply Chains Act of 2010 and strives to be examples of good human rights and labor practices throughout our business activities. M-D Building Products company culture has developed over the span of 90 years. M-D has built our business on the conviction that to have long-term success for our company, we not only have to comply with all applicable legal requirements and ensure that all our activities are sustainable, but additionally we have to create significant value for society.

M-D Building Products participation in this area includes the following:

#### **1. Product Supply Chains / Suppliers**

M-D Building Products commits to foster responsible practices in our supply chain. Our supplier code which is accepted by our suppliers helps to implement this commitment and establishes non-negotiable minimum standards for our suppliers in the areas of Health and Safety, Labor Standards, Business Integrity, and the Environment.

#### **2. Supplier Audits**

M-D Building Products reserves the right to verify our supplier's compliance with our supplier code. MD Building Products verifies its product supply chains to evaluate and address risks of human trafficking and slave labor – this verification is done by either a combination of an independent third party audits and/or in-house assessments. During the audit, we receive certification from our direct suppliers that their materials incorporated into their products comply with the laws regarding slavery and human trafficking of the country in which they are doing business.

In the event that M-D Building Products becomes aware of any actions or conditions not in compliance with the supplier, M-D Building Products reserves the right to demand corrective measures. M-D Building Products reserves the right to terminate an agreement with any supplier who does not comply with our Supplier Code.

#### **3. Human Rights in our business activities**

M-D Building Products fully supports the United Nations Global Compact's (UNGC) guiding principles on human rights and labor, and aim to provide an example of good human rights' and labor practices throughout our business activities.

#### **4. Code of Business Conduct**

Since the Company was founded in 1920, M-D Building Products' business practices have been governed by integrity, honesty, fair dealing and full compliance with all applicable laws. M-D Building Products employees nationwide have upheld and lived this commitment in their daily

responsibilities ever since, and our reputation remains one of the Company's most important assets today.

M-D Building Products maintains certain values and principles which the company has committed to worldwide. The M-D Building Products code specifies and establishes certain nonnegotiable minimum standards of behavior in key areas.

#### 5. Employee Training

The Human Resources Department at M-D Building Products provides to each of our employees an Employee Manual. The Employee Manual consists of learning and training tools and includes our codes of conduct. All employees are asked to acknowledge that they had received and read The M-D Building Products Employee Handbook.

M-D Building Products provides training on human trafficking and slavery for its employees and management who have a direct responsibility for supply chain management. The training includes a strong focus on identifying and mitigating risks.

M-D Building Products will continue to evolve and adapt to a changing world. Our basic foundation is unchanged from the time of the origins of the company in 1920, and reflects the basic ideas of fairness, honesty, and a general concern for all individuals.

## **MDBuildingProducts.com Privacy Policy**

This privacy policy has been compiled to better serve those who are concerned with how their 'Personally identifiable information' (PII) is being used online. PII, as used in US privacy law and information security, is information that can be used on its own or with other information to identify, contact, or locate a single person, or to identify an individual in context. Please read our privacy policy carefully to get a clear understanding of how we collect, use, protect or otherwise handle your Personally Identifiable Information in accordance with our website.

### **What personal information do we collect from the people that visit our blog, website or app?**

When ordering or registering on our site, as appropriate, you may be asked to enter your name, email address, mailing address, phone number or other details to help you with your experience.

### **When do we collect information?**

We collect information from you when you register on our site, place an order, subscribe to a newsletter, respond to a survey, fill out a form or enter information on our site.

### **How do we use your information?**

We may use the information we collect from you when you register, make a purchase, sign up for our newsletter, respond to a survey or marketing communication, surf the website, or use certain other site features in the following ways:

- To personalize user's experience and to allow us to deliver the type of content and product offerings in which you are most interested.