Code of Conduct for International Business Partners

Suppliers, Customers, and other Business Partners

Version August 2026

The Seaboard International Forest Products, LLC **Code of Conduct for International Business Partners** provides clear standards of conduct for our employees. This **Code of Conduct for International Business Partners** (suppliers, customers, and other business partner aims to convey our standards to our supply chain.

1. Fair business conduct

We request our business partners to conduct their business in an ethical manner and to act with integrity.

We request our business partners not to exercise or tolerate any form of corruption or money laundering, not to offer or accept bribes or other unlawful incentives to officials or to/from their business partners.

We request our business partners to act in full compliance with the applicable antitrust laws and not to engage in any anti-competitive agreements or abusive behaviour that harms their suppliers, business partners or customers.

We request our business partners to comply with all restrictive measures (sanctions) imposed by the United State of America on companies, groups, organisations, or individuals.

We request our business partners to keep complete and accurate records of all matters related to the business dealing with our company and all its subsidiaries, or with its other business partners.

We request our business partners to comply with the applicable data protection legislation.

2. Environmental protection

We request our business partners to comply with environmental laws and regulations. For our suppliers this includes legislation for the sustainable management of forests and the harvesting of trees.

We request our business partners to confirm that the production of all components of products sold to Seaboard International Forest Products, LLC were made using wood that, has been verified to the best of our ability through our own due diligence, as being 100% legally obtained and/or harvested and was 100% legally purchased through all parts of the ownership chain.

We request our business partners to use appropriate information management systems, to integrate adequate environmental standards and due diligence procedures into their business processes.

We request our business partners to ensure that their employees are adequately trained and that they are aware of environmental aspects and of the impact of their activities on the environment.

3. Human rights

We request our business partners to comply with the applicable labor laws (including working hours and remuneration of their employees).

We request our business partners to protect human rights and to treat their employees with dignity and respect. We do not tolerate any involvement in child labor, in any form of slavery and forced/compulsory labor, or human trafficking.

Production for all components of products sold to Seaboard International Forest Products, LLC were not mined, produced, or manufactured wholly or in part in the Xinjiang Uyghur Autonomous Region of the People's Republic of China, By any entity included on the UFLPA Entity List or through the use of any form of forced or indentured labor as defined as, all work or service which is exacted from any person under the menace of any penalty for its non-performance and for which the worker does not offer work or service voluntarily or service performed pursuant to a contract (including forced or indentured child labor).

4. Health and safety at work

We request our business partners to comply with the applicable laws for occupational health and safety, to provide an appropriate, safe and healthy working environment and to integrate adequate health and safety standards into their business processes.

5. Compliance with Code of Conduct principles

We request our business partners to accept requests for additional information and/or in-depth audits conducted by Seaboard International Forest Products, LLC- or through a third party - to verify the implementation of, and compliance with this **Code of Conduct for International Business Partners**. We may apply specific auditing standards for our suppliers, customers, and other business partners. Any suspicion or report of a violation of the principles and requirements stipulated by this **Code of Conduct for International Business Partners** may result in reviews or audits by Seaboard International Forest Products, LLC and—if confirmed—may result in a suspension of the business relationship. In case of severe or repeated cases of non-compliance, Seaboard International Forest Products, LLC may terminate the business relationship.

We request our business partners to cooperate with us in relation to the reasonably necessary audits and reviews.

6. Subcontractors and sub-suppliers

We request our suppliers to communicate these principles to their supply chain. This **Code of Conduct for International Business Partners** is made available to our business partners with the goal of strengthening our mutual understanding of how sustainability and business integrity should be practiced in day-to-day business.

7. Report Concerns

If you become aware of illicit behaviour and/or breaches of this **Code of Conduct for International Business Partners,** or any other illicit behaviour by our business partners or our employees, please speak up and report them to Seaboard International Forest Products, LLC.

We request all our business partners to accept these principles expressed therein and, in the terms, and conditions duly stated in our contracts. Adherence to those principles represents an important component of the selection and evaluation of our business partners.