



CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

Panolam Industries International Inc. (Panolam) and its subsidiaries are committed to conducting business in a lawful, ethical and responsible manner and require that its suppliers meet similar standards.

Certification

By signing a purchase order or contract, Panolam's suppliers are certifying that they conducting business in accordance with all applicable laws.

Verification

Panolam sources its raw materials from only reputable companies with high standards. The wood products that are purchased are typically certified under third party certification programs such as FSC and SFI that have strict social accountability standards;

Audits

Panolam does not conduct third party audits of its suppliers and relies on the working relationships that have been developed with each supplier to ensure compliance with these requirements.

Accountability

Panolam maintains internal accountability standards and procedures for its employees and contractors to ensure that they operate in an ethical manner and are held accountable for failure to do so.

Training

Panolam management and its supply chain management team are all informed of the issues regarding human trafficking and slavery particularly with respect to mitigating risks within the supply chain.