



Position on Human Rights

Simpson Strong-Tie was built on the vision and values of our founder Barc Simpson, the early Company leaders who advanced his ideas, and our no-equal employees and business partners, who make up our Secret Sauce. Together, we've earned a reputation for doing business as Barc did — by listening, problem solving, keeping our promises and supporting our customers every step of the way with exceptional solutions.

Our commitment to respecting human rights has been built and reaffirmed daily as each of us, guided by our **Code of Business Conduct and Ethics**, lives our **Company Values**. Barc Simpson instilled in each of us the idea that together, we can make a difference. He said, "We're all connected in some way and are all part of a greater community."

Our Mission, Vision and Values

While our business and our products may change to meet the needs of our customers, our values are steadfast and continue to guide us in the work we do every day. Our company's Mission, Vision and Values work together as our foundation for shared success.

Mission Statement

We provide solutions that help people design and build safer, stronger structures.

Vision Statement

To provide the most trusted construction solutions on jobs worldwide.

Our Company Values

When he started the company, Barc Simpson outlined the essential attributes for company and employee success. Those Nine Principles of Business are our Company Values, and we keep the Secret Sauce alive and well by living them every day

1. Relentless Customer Focus
2. Long-Range View
3. High-Quality Products
4. Be The Leader
5. Everybody Matters
6. Enable Growth
7. Risk-Taking Innovation
8. Give Back
9. Be Humble, Have Fun

Everybody Matters

The company dignifies the contribution of every individual at every level. People are the most vital part of our business, and providing a safe, healthy and sustainable working environment to everyone who contributes to our company is of fundamental importance.

Simpson Strong-Tie believes in the value, the contribution and the dignity of every individual and is committed to protecting their rights as workers. Our business partners are expected to be equally committed to the safety and welfare of their workers and the environment in which they work.

Long-Range View

Barc said, “Good business leaders focus on the long-term outcomes, not short-term gains.” That is why Simpson Strong-Tie is committed to never sacrificing tomorrow for the sake of today.

Since our founding by Barclay Simpson in 1956, we have established deep-rooted core values that continue to define our Company today. At the forefront of these values is doing what is right for our people, customers, communities and environment.

Give Back

It is our responsibility to reach out, in whatever manner we can, to support others. To be successful takes hard work but getting there can be fun if you let it be. Your attitude is what matters.

Everyone working on behalf of Simpson Manufacturing Co., Inc., its affiliates, subsidiaries and business partners (“Simpson Strong-Tie®”, the “Company”, “we”, “us” or “our”), strives to conduct business in a responsible manner, respecting human rights, guided by our **Company’s values**, our **Code of Business Conduct and Ethics**, and in compliance with laws of the countries in which we do business.

Moreover, we believe we have an opportunity to positively impact the protection of human rights within our sphere of influence. We encourage and support our suppliers and other business partners in their efforts to act in accordance with internationally recognized human rights standards through, among other things, our **Supplier Code of Business Conduct and Ethics**. Our commitment is guided by the principles set forth in laws of the United States governing human rights, as well as in the following international documents:

- Universal declaration of Human Rights: <https://www.un.org/en/universal-declaration-human-rights/>
- International Labor Organization’s Declaration on Fundamental Principles and Rights at Work: <https://www.ilo.org/declaration/lang--en/index.htm>
- The Ten Principles of the UN Global Compact: <https://www.unglobalcompact.org/what-is-gc/mission/principles>

Related Resource:

International Labor Organization Labor Standards

<https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>

Be The Leader

We let our Values inspire our work. Our leaders are expected to always model ethical and respectful behavior, communicate openly and honestly, be good stewards of Company resources, encourage ideas and create the kind of workplace where employees and business partners feel comfortable coming forward with questions and concerns.

We carry on Barc's legacy every day and strive to review and refine our approach for continuous improvement. We seek opportunities to learn from our actions and use our influence to encourage our employees, affiliates, and business partners to assess and address their impact on human rights. We believe in open communication and working together to create the kind of environment where everyone feels safe in being heard and being understood. Our confidential hotline, Speak Up Strong-Tie <http://SpeakupStrongtie.ethicspoint.com>, enables anyone to voice their concerns and can be accessed anonymously, 24/7.