

WEST FRASER SUPPLY CHAIN & HUMAN RIGHTS POLICY

Definitions

Child Labour	means child labour as defined in the <i>Fighting Against Forced Labour and Child Labour in Supply Chains Act</i>
Forced Labour	means forced labour as defined in the <i>Fighting Against Forced Labour and Child Labour in Supply Chains Act</i>

1. Scope

This Policy applies to all employees and contractors of West Fraser Timber Co. Ltd. and its controlled entities (collectively “West Fraser Group”), and to any other person designated from time-to-time by West Fraser Group as being required to comply with the Policy. We expect suppliers, business partners and other third parties to comply with this Policy, which is incorporated into our Supplier Code of Conduct and may be included in third party contracts.

This Statement should be read in conjunction with our other supporting policies, including:

- (a) [West Fraser’s Code of Conduct](#), which sets out what it means to work at West Fraser Group and the standards expected of all colleagues;
- (b) [West Fraser’s Supplier Code of Conduct](#), which establishes the standards and expectations required by West Fraser Group from its suppliers;
- (c) [West Fraser’s Indigenous People’s Policy](#);
- (d) [West Fraser’s Anti-Bribery and Anti-Corruption Policy](#), and
- (e) [West Fraser’s Diversity, Equity and Inclusion Policy](#)

This policy focuses on our commitment to respect human rights in our operating and value chain. We are a signatory to the UN Global Compact and we respect the international principles of human rights, including those expressed in the [Universal Declaration of Human Rights](#), the [UN Guiding Principles on Business and Human Rights](#), and the [International Labour Organization \(ILO\) core conventions](#).

2. Policy Principles

As a global company, West Fraser works with thousands of suppliers, customers, agents, consultants, and other business partners all over the world. By understanding who our business partners are, and by communicating the principles we adhere to, we are able to reduce the risk of becoming involved in unethical, illegal, or criminal activities. As a company, we are not only responsible for the actions of our employees, but also for the actions of anyone who represents us in connection with our operations.

We are committed to respecting and supporting human rights in our own operations and through our business relationships. We do this by meeting the following principles and expecting that our suppliers commit to the same:

- a. Complying with applicable legislation that supports human rights, wherever we operate. In cases where our policy requires a stricter standard than local laws, we will operate according to our policy. If our policy conflicts with local law, local law must be complied with, but we will strive as far as possible to act in accordance with our policy.
- b. Providing a fair, safe and healthy working environment for our employees and suppliers that is free from unlawful discrimination, harassment, bullying or victimization.
- c. Respecting ILO Convention standards on working hours.
- d. Not tolerating or supporting the use of Child Labour or Forced Labour or other forms of modern slavery.
- e. Respecting and supporting employees' and suppliers' rights to freedom of association and collective bargaining in accordance with local laws.
- f. Being an inclusive employer, promoting and valuing diversity within our workforce, among our customers, suppliers and in the communities in which we operate.
- g. Respecting the right to privacy by protecting the personal information we hold in accordance with applicable local laws.
- h. Acknowledging the UN Declaration on the Rights of Indigenous Peoples and acting in accordance with our Indigenous People's Policy.
- i. Committing to assessing and addressing the human rights risks and impacts in our operations, supply chain and business relationships through an ongoing process of human rights due diligence.

- j. Committing to maintaining effective grievance mechanisms to support the reporting and remediation of human rights concerns and the protection of human rights defenders including prohibiting retaliation for raising complaints or concerns.
- k. Committing to tracking the effectiveness of our human rights policies and processes, and to engaging with stakeholders, to continuously improve our approach to human rights.
- l. Communicating this policy to employees, suppliers and other business partners, and provide appropriate training to employees in relevant business functions to support the implementation of our commitments.

As an employee, contractor or anyone working on behalf of the West Fraser Group, you must adhere to the following protocols:

- a. Consider the human rights implications of your actions and decisions.
- b. If you are a West Fraser Group employee and you are procuring goods or services:
 - Supplier contracts must comply with our Code of Conduct, and suppliers must abide by our Supplier Code of Conduct, as these outline our expectations in the areas of human rights, including labour rights;
- c. Promptly report any human rights concerns and complaints to your manager or in accordance with the “Compliance and Reporting” provisions of West Fraser’s Code of Conduct, either by:
 - leaving a voice report with the Company’s Director of Internal Audit at (604)895-2763 or by mailing or couriering a report to the Company’s head office at 885 West Georgia Street, Suite 1500, Vancouver, B.C., Canada, V6C 3E8, addressed to the Director of Internal Audit and marked “Personal and Confidential”; or
 - through our reporting hotline managed by ClearView Connects, which is set up to receive confidential and, if required, anonymous reports, via www.clearviewconnects.com, or via the North American Hotline: 1 (866) 608-7287 or European Hotline: 00 800 9643 9643.

We will report on our progress and performance in West Fraser Group’s annual sustainability report, modern slavery statement/ reports and UN Global Compact Communication on Progress. Our board of directors has oversight responsibility for ESG matters relevant to West Fraser’s operations including human rights related risks. Our board also has the responsibility to identify the principal risks to our business, including risks related to human rights matters and, with our management, to establish systems, process

and procedures to ensure that these risks are monitored and managed. Our board has delegated corporate governance matters to our Governance and Nominating Committee to assist the board in satisfying these responsibilities. Our Governance and Nominating Committee is tasked with reviewing and assessing the adequacy and compliance with all the corporate governance related policies of West Fraser, including this policy, and is also responsible for monitoring industry best practices and emerging significant initiatives, trends or risks related to corporate governance and ethics, and reporting to our board on the same.

3. Discovery of Forced Labour or Child Labour in Supply Chains

To the extent we are made aware of or discover that we have caused, contributed to or been directly linked to Child Labour or Forced Labour we will treat these situations, including any potential remedial measures, on a case-by-case basis. As set out in our Supplier Code of Conduct we expect all suppliers to abide by the obligations and standards included in that Code.

Where we discover, or are made aware, that our operations, business relationships or transactions have a negative impact on human rights, we will consider actions to mitigate or rectify the situation in line with our commitments on a case-by-case basis.

In both cases, this may include exiting a particular business relationship, or pursuing constructive engagement with others to promote good practice. To the extent we believe that exiting a relationship is necessary we will strive to do so in line with best practices and applicable law.

4. Compliance

Compliance with this Policy will be monitored, and a failure to comply with this Policy may result in disciplinary action, up to and including include termination of your employment or engagement.

5. Continual Improvement

All activities of West Fraser Group and its employees and contractors are intended to comply with the spirit and intention of this Policy.

West Fraser Group will conduct ongoing assessment of the strength and effectiveness of this Policy in addressing human rights concerns of relevance to our business. Where gaps or improvements are identified as necessary and appropriate to meet the human rights standards and commitments set by this Policy, we will seek to take action to address such matters and we will apprise and train employees and contractors accordingly.

Approved by the Board of Directors on December 12, 2023.