

April 15, 2026

STATEMENT ON INTERNATIONAL LABOUR STANDARDS AND PRACTICES

Freedom of Association & Collective Bargaining

West Fraser is committed to respecting the fundamental rights of workers to freedom of association and collective bargaining, in alignment with applicable International Labour Organization (ILO) Conventions and related recommendations. To support this commitment, West Fraser maintains policies, practices and oversight mechanisms designed to promote the following principles:

- Support employees' right to form, join, and participate in unions or worker organizations of their choice without retaliation, intimidation, discrimination, or interference.
- Provide union representatives with access to the workplace and management, and facilitate private meeting spaces where required by applicable law or collective agreement.
- Maintain workplace practices intended to avoid interference with lawful union activities, including refraining from conduct that incentivizes or pressures workers to avoid union membership.
- Apply consistent and non-discriminatory approaches in interactions with unions and worker organizations and engage in consultation with them where legally required, including during collective bargaining.
- Engage in collective bargaining in good faith, implement collective bargaining agreements in accordance with their terms and conditions and applicable law, and make them reasonably accessible to covered employees.
- Comply with all legal requirements related to employees' participation in lawful strikes or other protected collective actions.
- Prohibit discrimination in hiring, promotion, training, compensation or contract renewal based on union membership or lawful union activity.
- Communicate expectations to supplier and business partners through our Supply Chain and Human Rights Policy, including respecting freedom of association and collective bargaining rights, subject to applicable law in the operating jurisdiction.

West Fraser supports these commitments through a combination of policy communication, management training, internal reporting and escalation mechanisms, and periodic review. These measures are designed to promote alignment with applicable law and international standards and to enable the identification and remediation of issues where they arise.

Hours of Work & ILO Standards

West Fraser aligns its approach to working time with applicable international labor standards, including relevant ILO Conventions and maintains policies and management systems designed to support employee health, safety and well being. These systems are intended to promote the following practices:

- Structure regular working hours generally reflecting ILO standards of not exceeding 8 hours per day or 48 hours per week, unless permitted by law or collective agreements.

- Monitor working hours and scheduling practices to identify excessive or unsafe patterns and to support adequate rest periods, and leave entitlements are respected.
- Provide employees with legally required or collectively negotiated breaks, weekly rest periods, and leave entitlements, including annual, sick, maternity, paternity, and breastfeeding breaks, in accordance with applicable law.
- Avoid practices that rely on payment in lieu of leave in a manner that undermines the importance of time off, except where permitted by law or collective agreement.
- Consult with union representatives on negotiated work schedule arrangements when required by law or collective agreement.
- Communicate expectations to suppliers through our Supply Chain and Human Rights Policy, including working time and leave standards, recognizing variations in legal requirements across jurisdictions.

West Fraser supports these commitments through a combination of policy communication, management training, internal reporting and escalation mechanisms, and periodic review. These measures are designed to promote alignment with applicable law and international standards and to enable the identification and remediation of issues where they arise.