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## DIVERSITY, EQUITY AND INCLUSION POLICY

**West Fraser believes inclusive diverse teams build a more vibrant workforce, safer operations, and a stronger company overall.**

What sets our company apart from our competitors is the commitment, skill, and performance of our people. Every person is important, and it is our mission for every employee to have the opportunity to grow, achieve their potential, and be valued for the contribution they make to the success of the company.

West Fraser believes inclusive diverse teams build vibrant workforces, safer operations, and a stronger and more competitive company overall. We strive to create workplaces and leadership teams that are reflective of the diverse communities where we live and work. Creating a culture of belonging for all employees aligns with our other core values of teamwork, respect, humility, and integrity.

Our diversity, equity and inclusion approach applies to all levels of our organization and is foundational to achieving our strategic objectives to attract and retain engaged, talented, and high-performing people.