

## HUMAN RIGHTS POLICY

Western Forest Products Inc. (“Western” or the “Corporation”) is committed to respecting and protecting human rights. Our employees, officers and directors are required to conduct themselves in a manner consistent with our core values — **build a better world, be entrepreneurial and lead by example** — which align with human rights best practices.

While governments have the primary responsibility for protecting human rights, Western acknowledges that our activities, as well as those of our employees, customers, vendors and suppliers have the potential to impact human rights.

This Human Rights Policy (the “Policy”) applies to operations of the Corporation and its subsidiaries, regardless of geographic location. Western is committed to encourage and work with our partners, including customers, vendors and suppliers, to uphold the principles in this Policy and to adopt similar policies in their businesses. Western’s employees, officers and directors are responsible for acting in such a way that Western does not knowingly contribute to human rights violations by others.

### Safe and Healthy Workplace

Western is committed to providing a safe and healthy workplace. Western’s directors, officer and employees are dedicated to the objective of managing hazards and limiting risks that cause workplace incidents.

Western has implemented and strictly adheres to policies and procedures that address prevention of unsafe practices, violence, threats, bullying and harassment in the workplace from internal and external threats. Western applies workplace safety risk factor assessments to determine appropriate security safeguards for its employees and operations, and endeavors to apply those preventative measures in a manner that respects human rights.

### Respecting Diversity

Western promotes inclusion and diversity in the workforce. Western recognizes the dignity and worth of every person and is committed to building a workplace and culture that emphasizes honesty, integrity, fairness, and respect.

Western applies the same anti-discrimination policy standards across all operations. Western is committed to providing a workplace that promotes equal opportunities and prohibits discrimination on the basis of gender, race, religion, ethnicity, national or social origin, political opinion, sexual orientation, gender identity, disability or other grounds prohibited by law. Western has adopted policies that address the protection of women’s rights and seek to retain women in the workforce. Western has programs with partners that address minority rights through training, development and ongoing employment.

The selection of candidates for employment and business partners is determined on the basis of value the individual could bring the Corporation through an assessment of skills, qualifications and experience.

## Freedom of Association and Collective Bargaining

Western respects the right of its employees to join or not join a labour union without fear of intimidation or harassment. Where employees are represented by a legally recognized union, the Corporation is committed to engaging in constructive dialogue and bargaining in good faith with their freely chosen representatives to address their legitimate interests.

## Working Hours, Fair Wages and Benefits

Western operates in compliance with applicable employment laws and its collective bargaining agreements. This labour rights framework addresses maximum working hours, overtime, rates of pay, minimum age, privacy and other fair working conditions. Western's approach to remuneration emphasizes internal equity and external comparability with the local labour market and industry, and Western aims to provide employees with fair wages that ensure an adequate standard of living. Western recognizes, respects and abides by all forced labour and child labour laws and expects our contractors and other parties whom we do business with to meet the same standards.

## Training

Western strives for the highest standard of ethics and is committed to fostering an environment where employees, officers and directors are aware of and understand their responsibility under this Policy. Recognizing the potential for policy violations, how to respond and procedures for reporting are included as a component of new employee onboarding training.

## Policy Oversight

The Corporation's Board of Directors ("Board") is responsible for this Policy, while all employees, officers and individual directors of the Corporation are responsible for upholding these principles. The Board evaluates social matters pertaining to its operations including non-compliance with applicable policies, laws and regulations, through scheduled quarterly Board and Board Committee meetings.

## Reporting Concerns

Western is committed to investigating and addressing concerns of which we are made aware and taking corrective action in response to any violation.

If you would like to report a potential violation of the Corporation's Code of Conduct, policies, applicable laws or regulations, you may contact **Western's Compliance and Code of Conduct Hotline at 1-866-895-4113**. This resource is available toll-free 24-hour a day, seven days a week. More information on the formal grievance process and this reporting line is available on our website.

*The Corporation reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract exists between Western and its employees.*