



## Policy: Fighting Against Forced Labour and Child Labour in Supply Chains

|              |                 |
|--------------|-----------------|
| Date:        | April 25, 2024  |
| Version:     | 1.1             |
| Changes:     | New Policy      |
| Prepared by: | Human Resources |
| Approved By: | Executive Team  |

### Introduction:

Weston Forest Group is committed to complying with Canada Bill S-211 - Fighting Against Forced Labour and Child Labour in Supply Chains Act. We recognize the importance of this legislation and the need to ensure that our supply chain is free from forced and child labour.

Weston Forest Group is committed to continuous improvement in everything we do, with health and safety being our number one priority. We conduct our business with a high level of integrity, and we are committed to promoting and protecting human rights in all aspects of our business.

In alignment with Canada's commitment to combat forced labour and child labour within global supply chains, Weston Forest Products Inc. and its entities ("Weston Forest Group" or "the Company") has undertaken measures to ensure that the most ethical sourcing practices exist and continue to exist within our supply chain.

### Definitions:

**Forced Labour:** All work or service which is exacted from any person under the menace of any penalty and for which the person has not offered himself or herself voluntarily.

**Child Labour:** Work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. This includes work that interferes with their schooling.

### Policy:

#### Introduction:

This policy outlines Weston Forest's commitment to eradicating forced labour and child labour within its supply chains, in compliance with Canadian legislative requirements and international standards. This policy applies to all employees, contractors, suppliers, and business partners.

#### Training:

Weston Forest Group will provide training to employees on forced labor and child labor. We will ensure that our employees and suppliers are aware of the risks associated with forced labor and child labor and the measures that they can take to prevent and address these issues.

#### Reporting:

Weston Forest Group will report publicly on measures taken to identify, address, and prevent forced labor and child labor in our supply chains. We will file detailed public reports on measures we have taken to identify, address, and prevent forced labor and child labor in our supply chains, as required by the legislation.



**Remediation:**

Weston Forest Group will take measures to remediate any instances of forced labor and child labor that are identified in our supply chains. We will work with our suppliers to address any issues and take appropriate action to prevent future occurrences.

By implementing this policy, Weston Forest Group is demonstrating its commitment to complying with Canada Bill S-211 and ensuring that its supply chain is free from forced labor and child labor.

**Risk Assessment & Due Diligence:**

Weston Forest Group will identify and assess the risk of forced labor and child labor in our supply chains. We will conduct ongoing monitoring and due diligence of our supply chains to identify and address any instances of forced labor and child labor.

Weston Forest Group will take measures to conduct ongoing monitoring and due diligence of our supply chains to identify and address any instances of forced labor and child labor. We will work with our suppliers to ensure that they are also taking the necessary steps to comply with the legislation.

**Review and Updates:**

This policy will be reviewed annually to ensure its effectiveness and relevance. Any updates or changes to the policy will be communicated to all relevant employees.

**WESTON FOREST GROUP**