

Supplier Code of Conduct

Version:	1.1
Applicable To:	All suppliers, contractors, subcontractors and any other external business partners of Weston Forest Group
Prepared by:	Human Resources
Approved By:	Executive Team

Purpose

The purpose of this Supplier Code of Conduct is to establish and maintain ethical standards and compliance throughout our supply chain. At Weston Forest Group, we are committed to conducting business in an ethical, legal, and socially responsible manner. This Supplier Code of Conduct outlines our expectations for suppliers regarding compliance, ethical practices, and social responsibility. By working with us, you agree to adhere to these standards.

Scope

Weston Forest Group is inclusive of Weston Forest Products, Oakwood Manufacturing, Bramwood Forest, Monterra Lumber Mills, Kings Wood Products, Northern Industrial Wood and Industrial Lumber Sales (collectively referred to herein as “Weston Forest Group” or “the Company”). The Supplier Code of Conduct applies to all of Weston Forest Group’s suppliers, contractors, subcontractors, and all other external business partners (collectively referred to herein as “Suppliers”).

Compliance

1. Legal Compliance:

Suppliers must comply with all applicable laws and regulations, including but not limited to:

- a. Labour laws:
Adherence to laws regarding wages, working hours, and conditions.
- b. Environmental laws:
Compliance with regulations related to environmental protection.
- c. Health and Safety laws:
Ensuring a safe and healthy work environment.

2. Human Rights and Labour Rights:

Suppliers must respect and uphold the following standards concerning human rights and labour practices:

- a. No forced labour:
Employment must be voluntary, and workers must not be subject to any form of forced or compulsory labour.
- b. No child labour:
Suppliers must not engage in or support the use of child labour. The minimum age for employment must comply with local laws and international standards.
- c. Fair wages and benefits:
Wages paid to workers should meet or exceed legal minimums and industry standards.

d. Non-discrimination:

Suppliers must provide a workplace free of harassment and discrimination based on race, gender, age, nationality, religion, sexual orientation, or any other protected status.

3. Health and Safety

Suppliers must provide a safe and healthy working environment, including:

- a. Implementing effective health and safety management systems.
- b. Providing necessary protective equipment and training to prevent workplace accidents and injuries.
- c. Ensuring clean and hygienic facilities.

4. Environmental Responsibility

Suppliers are expected to minimize their environmental impact through:

- a. Compliance with environmental laws and regulations.
- b. Implementing of policies to reduce waste, emissions, and energy consumption.
- c. Promotion of sustainable practices and materials.

5. Ethical Business Practices

Suppliers must conduct their business ethically, including:

- a. **Anti-corruption:** Prohibiting all forms of bribery, corruption, and fraudulent activities.
- b. **Confidentiality:** Protecting the confidentiality of information shared by Weston Forest Group.
- c. **Conflict of Interest:** Avoiding any conflicts of interest that could compromise the interests of Weston Forest Group.

6. Supply Chain Transparency

- a. Suppliers must ensure that their own suppliers and subcontractors adhere to the principles outlined in this Code of Conduct.
- b. Suppliers must provide transparency in their supply chain operations and cooperate with audits and assessments conducted by Weston Forest Group.

7. Monitoring and Enforcement

To ensure compliance with this Code of Conduct, Weston Forest Group reserves the right to audit suppliers' practices and facilities.

Non-compliance may result in corrective action, up to and including termination of the Suppliers' business relationship with Weston Forest Group.

8. Reporting and Whistleblower Protection

Suppliers must provide mechanisms for employees to report concerns or violations of this Code of Conduct without fear of retaliation. Weston Forest Group will also maintain channels for suppliers to report any unethical behavior or violations.

9. Continuous Improvement

Suppliers are encouraged to continuously improve their practices to meet and exceed the standards set forth in this Code of Conduct.

By adopting this Supplier Code of Conduct, we aim to foster a collaborative environment that promotes ethical behavior, social responsibility, and sustainable practices.

Thank you for your commitment to these principles.

WESTON FOREST GROUP