

The following policy is made in accordance with the core labour requirements and the methods in which West Fraser Europe have taken in complying to rule out child/forced labour, discrimination within employment and ensuring West Fraser Europe shall respect freedom of association and the effective right to collective bargaining. In the application of the chain of custody core labour requirements, West Fraser Europe shall give due consideration to the rights and obligations established by national law, while at the same time fulfilling the objectives of the requirements.

West Fraser Europe shall not use child labour.

- West Fraser Europe shall not employ workers below the age of 15, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher. This is with exception to countries where the national law or regulations permit the employment of persons between the ages of 13 to 15 years in light work, such employment should not interfere with schooling, nor be harmful to their health or development. Notably, where children are subject to compulsory education laws, they shall work only outside of school hours during normal daytime working hours.
- No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
- West Fraser Europe shall prohibit the worst forms of child labour.

West Fraser Europe shall eliminate all forms of forced and compulsory labour.

- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- There is no evidence of any practice's indicative of forced or compulsory labour, including, but not limited to, the following:
 - physical and sexual violence
 - bonded labour
 - withholding of wages /including payment of employment fees and or payment of deposit to commence employment.
 - restriction of mobility/movement
 - retention of passport and identity documents
 - threats of denunciation to the authorities.

West Fraser Europe shall ensure that there is no discrimination in employment and occupation. Employment and occupation practices are non-discriminatory.

West Fraser Europe shall respect freedom of association and the effective right to collective bargaining.

- Workers can establish or join worker organisations of their own choosing.
- West Fraser Europe respects the full freedom of workers' organizations to draw up their constitutions and rules.
- West Fraser Europe respects the rights of workers to engage in lawful activities related to forming, joining or assisting a workers' organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- West Fraser Europe negotiates with lawfully established workers' organizations and/ or duly selected representatives in good faith and with the best efforts to reach a collective bargaining agreement.
- Collective bargaining agreements are implemented where they exist.



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