

### **About our Supplier Code of Conduct**

Interfor values its suppliers and their contribution to our success. We strive to conduct business with suppliers who share our commitment to sustainability.

This Supplier Code of Conduct ("**Supplier Code**") is an extension of Interfor's [Code of Conduct & Ethics](#) ("**Code**") and company policies. It reflects our values and the expectations we have of our suppliers, contractors, agents, consultants and partners and their respective employees, directors, and officers (collectively "**Suppliers**"). It also affirms Interfor's commitment to its Suppliers to maintain a high level of ethical and lawful conduct in everything we do.

### **Legal Compliance**

Interfor is committed to complying with all applicable laws and regulations wherever we conduct business. We expect that our Suppliers will also comply with all applicable laws and regulations, and will not commit or condone illegal acts or instruct anyone else to do so. When there are inconsistent or different laws and regulations, we expect our Suppliers to comply with the highest standard.

### **Health and Safety**

At Interfor, our goal is that everyone returns home safely. We expect that our Suppliers share our commitment to providing a safe and healthy work environment where safety is the overriding priority. We expect our Suppliers to:

- operate in compliance with health and safety laws and regulations;
- recognize health and safety as an uncompromised right and responsibility of all employees;
- continuously strive to achieve a workplace free of injuries and illnesses;
- provide all their employees with necessary health and safety guidance and training to protect their health, safety, and well-being; and
- work with Interfor to improve the health and safety of all individuals on all Interfor sites they access.

### **Human Rights**

Interfor respects the dignity, well-being, and human rights of our employees, workers in our supply chain, and local communities. We expect our Suppliers to:

- operate in compliance with all relevant laws and regulations;
- treat all people with respect, and not discriminate on the basis of race, ethnicity, nationality, Indigenous origin or heritage, gender, gender identity, sexual orientation, religion, age, disability, or any other protected grounds;
- provide a respectful and inclusive workplace, free from harassment;
- prohibit forced labor, child labor or criminal activities such as drug trafficking, terrorism, human smuggling, and illegal contraband;
- recognize and respect workers' rights, including freedom of peaceful assembly and association, collective bargaining, fair working hours and conditions, and fair compensation; and

- respect the rights of Indigenous Peoples, including through building proactive and mutually beneficial relationships, inclusive consultation and seeking to achieve the free, prior, and informed consent of those communities.

### **Environment**

Interfor embraces world-leading environmental standards and is committed to responsible stewardship of the environment. We expect our Suppliers to operate in compliance with all applicable environmental laws and regulations and conduct their business in an environmentally responsible manner. We expect our Suppliers to:

- minimize their environmental impact and strive for continuous improvement of environmental performance;
- implement Environmental Management Systems and provide training for employees in environmentally responsible work practices;
- manage for climate-related risks and opportunities by adapting to present and predicted impacts of climate change; and
- engage with us on environmental issues, including working with us to understand and quantify supply chain-related impacts such as carbon emissions and water use.

Interfor is committed to managing our log supply chain to avoid procuring illegally produced wood, or wood from areas that are susceptible to unsustainable forestry practices. Additional commitments from Interfor regarding wood and wood fibre procurement, including avoidance of controversial sources, are addressed in our [PEFC and SFI Chain of Custody Policy](#).

### **Anti-Bribery and Anti-Corruption**

Interfor expects its Suppliers to conduct business in an ethical and transparent manner. We expect our Suppliers to comply with all applicable laws related to anti-corruption and anti-bribery. We prohibit the use of bribes, kickbacks, or any other unethical practices to obtain a business advantage.

### **Gifts and Entertainment**

Interfor discourages giving or accepting gifts or entertainment exceeding nominal value. Nominal value generally refers to gifts that are relatively inexpensive, given openly and transparently, do not involve cash or negotiable instruments, and are unlikely to be perceived as unduly influencing the recipient. We and our immediate family members do not accept gifts or entertainment of greater than nominal value from any Interfor supplier, contractor, or customer unless:

- the exchange is consistent with accepted local business practices (such as foreign cultures);
- a clear and legitimate business purpose has been identified for the exchange; and
- prior approval has been obtained from the appropriate Mill/General Manager or Vice President.

### **Confidentiality and Privacy**

Suppliers are expected to keep all information that Interfor provides to the Supplier while performing its duties strictly confidential and use any such information only for the purposes of performing their duties for Interfor. Confidential information is defined as any information

that is proprietary, strategic, technical, business, or personal and not available to the public. When Suppliers handle personal confidential information in the performance of services on our behalf, we require them to ensure that such information is protected against unauthorized disclosure and is appropriately safeguarded.

Suppliers shall demonstrate appropriate industry standards and best practices in data security controls to ensure that all information is protected and secure from damage and unauthorized use. Additional computer security procedures are addressed in our Consultant Computer User Agreement.

### **Compliance**

Interfor reserves the right to terminate any agreement with any Supplier in the event of non-compliance with the Supplier Code of Conduct.

### **Interfor Commitments**

Interfor is committed to maintaining a high level of ethical and lawful conduct in everything that we do. This includes the following commitments to our suppliers:

- we will operate in compliance with all laws and regulations;
- we will conduct ourselves with honesty and integrity and not make false or misleading remarks about suppliers, their services, or products;
- we will not use payments to any employees of suppliers to attain favourable pricing; and
- we will protect our suppliers' confidential information.

### **Reporting a Concern**

Interfor's [Whistleblower Policy](#) is intended to encourage and enable employees and others, including our Suppliers, to raise concerns regarding violations or suspected violations of Interfor's Code of Conduct without fear of retaliation.

No person who in good faith reports a violation or suspected violation of the Code shall suffer harassment, retaliation or adverse consequences relating to their contract or work with Interfor.

We provide a confidential Hotline and whistleblower email address for employees, Suppliers and the general public to raise concerns related to potential violations of this Code, Interfor's Code of Conduct, any Company policy or the law.

Employees of Suppliers are encouraged to work through their own company's reporting channels to resolve ethics and code of conduct issues occurring within their own company.

If you have reason to believe that an Interfor employee has violated or may violate a law, Interfor's Code of Conduct, or Interfor's policies, you should report that information immediately by any one of the following methods:

- reporting to an Interfor manager,
- calling our confidential Whistleblower Hotline (1-844-449-9988 toll-free from North America, or +1- 604-681-2175 worldwide) and leaving a voicemail, or
- sending an email to [whistleblower@interfor.com](mailto:whistleblower@interfor.com) and our General Counsel may follow up on communications received.



## **SUPPLIER CODE OF CONDUCT**

Violations or suspected violations of the Code may be submitted on a confidential basis or may be submitted anonymously. The Company will treat all communications under the Whistleblower Policy in a confidential manner, except to the extent necessary to conduct a complete and fair investigation.