



## REPORT UNDER THE *FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT* 2024 ANNUAL REPORT

### EXECUTIVE SUMMARY

This report is prepared by Interfor Corporation (“**Interfor**” or the “**Company**”) for the year ended December 31, 2024, and sets out the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by Interfor, or in the production of goods imported into Canada by Interfor. This is the second report prepared by Interfor under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”).

Interfor uses a risk-based approach to assess and manage its risk of forced labour and child labour. Interfor conducted a risk assessment of its supply chains for 2024 and has not identified any concerns relating to forced labour or child labour within the organization or in its supply chains. This report (the “**Report**”) outlines Interfor’s structure, activities and supply chains, its due diligence process and compliance with the Act.

### PART 1 GENERAL ADMINISTRATIVE DETAILS

<b>Reporting Entity Name:</b>	Interfor Corporation
<b>Reporting Year:</b>	2024
<b>Other Subsidiaries Included:</b>	Interfor Sales & Marketing Ltd. Interfor U.S. Inc. Interfor U.S. Timber Inc. EACOM Timber Corporation Chaleur Forest Products Inc. Chaleur Forest Products Limited Partnership
<b>Date Submitted:</b>	May 28, 2025

### PART 2 STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

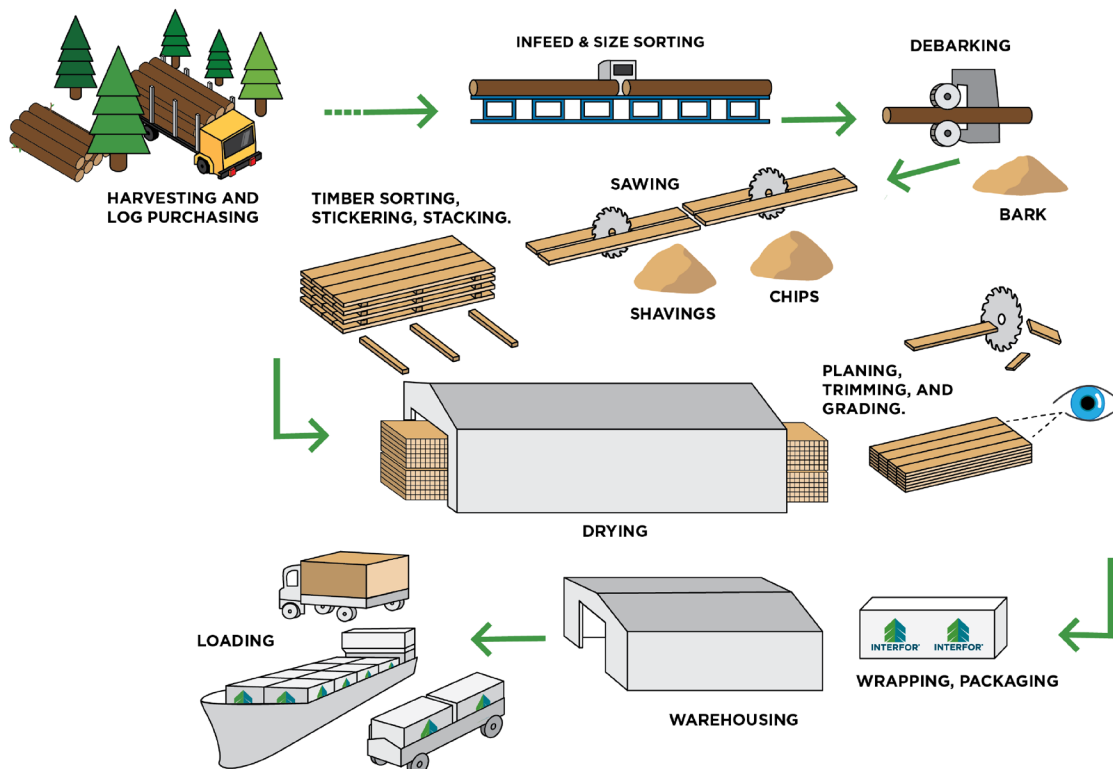
Interfor is a growth-oriented forest products company with operations in Canada and the United States. As of the date of this Report, the Company has annual lumber production capacity of approximately 4.7 billion board feet and offers a diverse line of lumber products to customers around the world. All Interfor entities reported in this Report are incorporated in Canada or the United States. Interfor’s common shares are listed on the Toronto Stock Exchange.

As of the date of this Report, Interfor has operations in British Columbia, Ontario and New Brunswick in Canada<sup>1</sup> and in Washington, Oregon, Georgia, South Carolina, Arkansas, Mississippi, Alabama and Louisiana in the United States.

Interfor’s activities include timber harvesting and sawmilling processes, illustrated as follows:

<sup>1</sup> In 2024, Interfor also owned two sawmills in Val d’Or and Matagami, Quebec and one remanufacturing plant in Val d’Or, Quebec, which were sold on January 10, 2025, with all associated forestry operations.

## THE SAWMILL PROCESS FROM FOREST TO SAWN WOOD PRODUCT



Raw materials are sourced from Canada and the United States, and the manufacturing process occurs in Canada and the United States.

### Third-Party Certification of Forestry Practices

Certification is a market-based, non-regulatory forest conservation tool designed to recognize and promote environmentally responsible forestry and sustainability of forest resources. Certification involves annual third party audits of our forestry practices, and the results are available on our website. Our certification process includes a review of compliance with laws, including modern slavery laws.

In 2024, Interfor has achieved the internationally recognized Sustainable Forestry Initiative ("**SFI**") forest management certification for all woodlands operations. Independent third-party certification audits were also conducted for all Canadian Operations.

Interfor maintains SFI Chain-of-Custody certification at all sawmills to track logs through production and manufacturing to the end product. Interfor has also achieved SFI Fiber Sourcing certification for all procured logs associated with sawmills, which promotes responsible forest practices from all log suppliers.

In 2024, each of our lumber manufacturing and remanufacturing operations was certified to one or more internationally recognized chain-of-custody or fiber sourcing standards, including:

- *Sustainable Forestry Initiative® (SFI) Chain-of-Custody Standard*: All BC, Ontario, Québec and US lumber manufacturing and remanufacturing operations;
- *SFI® Fiber Sourcing Standard*: All BC, Ontario, Québec and US lumber manufacturing and remanufacturing operations;
- *Program for the Endorsement of Forest Certification (PEFC) Chain-of-Custody Standard*: BC operations and Japan sales office; and
- *Forest Stewardship Council (FSC) Chain-of-Custody Standard*: Québec and Northeastern Ontario manufacturing and remanufacturing operations.

In addition to our fiber sourcing and chain-of-custody certifications, we also carry International Standards Organization (ISO) 14001:2015 environmental management system certification for forest operations in Québec and Northeastern Ontario, as well as Forest Management certification for all forest management operations in Canada.

### **PART 3      DUE DILIGENCE PROCESS**

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Interfor requires each employee, at the time of hire, to formally acknowledge the Company's Corporate Policy Manual, which includes Interfor's Code of Conduct & Ethics, and complete associated training. Annually, salaried employees are also required to re-confirm their acknowledgment and responsibility to adhere to the policies contained in the Corporate Policy Manual. Further awareness and training for human rights will be provided to our employees in conjunction with Interfor's Code of Conduct & Ethics.

Interfor's Internal Audit Department also circulated the International Labour Organization checklist within the company for assessing compliance with the program to combat forced labour in the organization.

With respect to suppliers, Interfor conducts due diligence on all new suppliers during on-boarding, and on existing suppliers at regular intervals. This includes:

- assessing risks in the provision of services;
- reviewing and auditing the suppliers, their health and safety standards, and labour relations;
- requiring improvements to substandard employment practices; and
- sanctioning suppliers that fail to improve their performance in line with our requirements.

Interfor also requires all suppliers to comply with the Company's Supplier Code of Conduct, which is publicly accessible on our website and referenced in our contract templates. It states that suppliers:

- 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.

Interfor's internal assessment for this Report included conducting interviews, surveys and obtaining supporting documentation from key process owners and the teams responsible for Interfor's supply chains activities. The assessment also included conducting a supplier analysis which summarized all the suppliers paid in the previous year, the type of suppliers used, and additional research on their governance practices.

Further, Interfor's external risk assessment compared published research on the risk of forced labour and child labour by country to the country listed in the address for the Supplier Master Data. For Interfor, 98.29% of suppliers paid in 2024 are located in Canada and the United States. These countries are listed as low risk on the Global Slavery Index for 2024. In addition, Interfor is not an importer of any of the goods listed as "risky goods" in the Supply Chain Risk Report for 2024.

Finally, Interfor continually monitors human rights issues in its business through its whistleblower process. This process encourages and enables all employees, customers and suppliers to report any violation of the Code of Conduct & Ethics, which include suspicion of slavery or human trafficking, without fear of retaliation. In 2024, Interfor was not made aware of any allegations relating to forced or child labour. If it were advised of such allegations, Interfor would act immediately and report it to the authorities.

## **PART 4 COMPLIANCE**

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Interfor conducted an internal and external risk assessment of its supply chains, taking into account:

- the risk profile of individual countries in which Interfor and its suppliers conduct business, based on the Global Slavery Index;
- the business services rendered by the suppliers;
- the presence of vulnerable demographic groups; and
- an analysis of news and a review of the insights of labour and human rights groups.

For 2024, Interfor's risk assessment has not raised any concerns relating to forced labour or child labour within the organization or in its supply chains. Interfor uses the results of the risk assessments to inform future actions and identify opportunities for continuous improvement in our due diligence, risk assessment, remediation, and training processes.

## **PART 5 APPROVAL AND SIGNATURE**

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On May 7, 2025, this Report was as approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Interfor Corporation.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the reporting entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



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I have the authority to bind Interfor Corporation.

*"Ian Fillinger"*

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Ian Fillinger  
Director; President & Chief Executive Officer  
Interfor Corporation