

Appendix "G"

CONIFEX TIMBER INC. HUMAN RIGHTS POLICY

Respecting Human Rights in Our Operations:

Conifex Timber Inc. and its subsidiaries ("**Conifex**", "**we**", "**our**" or the "**Company**") are committed to protecting and striving to advance human rights across our operations.

Conifex respects the international principles of human rights including those expressed in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We seek to promote respect for and advance human rights, as clarified through the Company's culture, business practices, policies and Code of Business Conduct and Ethics. We are committed to continual improvement of honest and ethical conduct.

We recognize and respect the constitutionally protected rights and treaty rights of Indigenous Peoples and the principles outlined in the United Nations Declaration for the Rights of Indigenous Peoples. We are committed to pursuing positive and respectful working relationships with Indigenous Nations, Settlements, and Peoples in the areas of Western Canada that our affiliates carry on operations. Indigenous communities are important partners in maintaining sustainable forest management. We respect the diverse histories, languages, cultures and perspectives of such Indigenous peoples and recognize that their presence enriches our vibrant communities.

We are committed to providing a safe and healthy work environment and fair working conditions for all employees. Our Company will not tolerate child labor, forced labor, slavery, human trafficking, physical punishment, harassment or abuse. Specific training for this key element is provided for appropriate employees. We are committed to ensuring safe, appropriate labour and employment conditions for our workers and contractors, including respect for human rights, non-discriminatory workplaces and fundamental labour standards as per our Environmental, Health & Safety Policy.

We recognize lawful employee rights of free association and collective bargaining.

Our employees are required to comply with our Human Rights Policy. We encourage our employees, suppliers and contractors, as well as community members, to bring human rights concerns to our attention through our feedback mechanisms. We are committed to engaging with our communities to address the respect for human rights where we operate.

As per our Respectful Workplace Policy, we do not condone, tolerate or ignore any harassment or discrimination on any ground protected by applicable law, and will not condone, tolerate or ignore violence or threats of violence. We provide training to our managers so they can maintain a harassment, discrimination and violence-free workplace, and promptly address concerns raised with, or observed, by them.

In accordance with our policies regarding human rights, our expectation is our suppliers, contractors and business partners similarly demonstrate respect for human rights in their dealings

with our organization. Where appropriate, we will monitor and assist our suppliers to comply with our standards, and take such other measures as may responsibly be available. Where necessary and warranted, in the case of continued non-compliance, such measures can result in terminating the business relationship.

We regularly review and assess the effectiveness of and our compliance with these commitments. Our operations adhere to the human rights laws of Canada, which includes protection of our employees' rights of free association and collective bargaining.

This Policy has been reviewed and approved by the Company's management and its Board of Directors on May 31, 2024.