

Appendix "F"

CONIFEX TIMBER INC. PARTNER AND SUPPLIER CODE OF CONDUCT

Introduction and Purpose

Conifex Timber Inc. ("**Conifex**") and its subsidiaries (collectively, the "**Corporation**", "**we**", "**us**" or "**our**") are committed to lawful, ethical, safe and environmentally responsible behavior and acting professionally and fairly in all business dealings and relationships. This Partner and Supplier Code of Conduct (the "**Code**") sets forth the minimum standards of conduct expected of the Corporation's Suppliers. We define "Suppliers" as any business or individual that provides goods or services to us under terms specified in an agreement.

We believe it is our responsibility to partner with organizations that share our commitment to sustainable, environmental development and ethical behavior. In conjunction with the United Nations Universal Declaration of Human Rights and the International Labor Organization's International Labor Standards on Occupational Safety and Health, this Code establishes the standard of conduct the Corporation expects from all Suppliers. This standard of conduct includes compliance with all human rights laws, fair labor standards, health and safety regulations, and environmental laws. All Suppliers are also expected to abide by the ethical guidelines enumerated in the Corporation's Code of Business Conduct and Ethics, and align with the values outlined in our Sustainability Policy, both which are available on our website.

By working with Conifex and/or accepting this Code, Suppliers are obligated to adhere to, and comply with, this Code and the principles enunciated herein. Suppliers and all subcontractors working on their behalf are expected to review and fully understand this Code and to comply with all provisions specified in their contracts with the Corporation, including those related to this Code. A failure to comply with this Code may result in the immediate termination of the Corporation's relationship with the Supplier.

The Corporation may change this Code and the procedures that it contemplates as appropriate to carry out the purposes of this Code and any applicable legal requirements or practice standards from time to time.

Requirements

The Corporation expects its suppliers to meet or exceed the following standards:

- **Compliance with Laws and Regulations:** Suppliers must comply with the terms of their agreements with the Corporation, as well as all applicable laws, rules and regulations in the countries in which they conduct business. These include, but are not limited to laws related to bribery, corruption, labour, safety, the environment, human rights, and tax. We reserve the right to decline to deal with and/or lawfully terminate Suppliers who do not comply with applicable laws.
- **Business Ethics:** Suppliers must be committed to high standards of ethical conduct, upholding fair business standards and practices at all times. Suppliers must perform to

a standard that is in accordance to the principles enumerated in the Corporation's Code of Business Conduct and Ethics. This includes ensuring our Suppliers avoid conflicts of interest so that Conifex's business relationships are without influence or impairment due to any activity, interest or relationship.

- **Environment and Sustainability:** We are committed to pursuing environmentally responsible business practices as set forth in our Environmental Policy. Conifex expects its Suppliers to share this commitment and act in accordance with applicable environmental standards, established guidelines and recommendations from recognized authorities to protect the environment. We also expect our Suppliers to operate in an environmentally responsible manner, including complying with all legal requirements for water and air emissions, pollution controls, chemical and waste management. Further, we encourage our Suppliers to adopt appropriate sustainable practices, as they pertain to greenhouse gases emissions reduction and responsible water, energy, waste, sustainable forest management and wood sourcing and biodiversity management.
- **Communities:** Suppliers must commit to obtaining the appropriate social license to operate in the communities in which they work. In so doing, the Corporation encourages its Suppliers to conduct appropriate stakeholder management and engagement throughout the lifecycle of its operations.
- **Human Rights and Labor:** Conifex is committed to implementing the human rights and labor principles of the United Nations Global Compact through its operations and supply chain, as per our Human Rights Policy. Accordingly, we expect our Suppliers to respect internationally proclaimed human rights and ensure that they are not complicit in human rights abuses; respect the labor rights of their employees, including legal rights pertaining to free association and collective bargaining; prohibit all forms of forced and compulsory labor; not engage in child labor; and not discriminate in employment and occupation. Our Suppliers must respect the principles set out in the United Nations Global Compact, the United Nations Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises as well as the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

Suppliers are expected to uphold all human rights and labour laws, including:

- Ensure all work is freely chosen, without the use of forced or compulsory labor.
- Ensure all workers are of legal age and prevent illegal child labor. Ensure fair work conditions for all workers and do not exceed any state or federal working hour laws.
- Ensure workers are treated humanely and are free from harassment and discrimination, including but not limited to discrimination based on race, ethnicity, gender, and/or religious or political beliefs.

- Protect workers' rights to join trade unions and for collective bargaining.
- **Indigenous Rights:** We are committed to respect the rights of Indigenous and Traditional Peoples. We encourage Suppliers to respect the culture, customs, traditional livelihoods and heritage of local communities and Indigenous and Traditional Peoples, and ensure appropriate engagement, consultation, and collaboration with local communities and Indigenous peoples.
- **Occupational Health and Safety:** Workers must be provided safe and healthy working environments and conditions that adhere to all aspects of applicable occupational health and safety, employment standards and labour laws. Employee well-being is a key priority for Conifex, as per our Environmental Health & Safety Policy. We expect the same standard of care from our Suppliers, including when they are working at our sites. Suppliers should have in place responsible health and safety standards, providing their employees with a safe and healthy working environment, complying with applicable worker safety laws and regulations in the region and country in which they work. The Corporation encourages Suppliers to take all practical and reasonable measures to eliminate workplace fatalities, injuries and diseases and to provide appropriate training, personal protective equipment and reasonable tools for the job.

Administration and Implementation of the Code

In future Supplier dealings, the Corporation expects to show preference to conduct business with those Suppliers able to demonstrate alignment with the Code, while also considering the nature of the business dealings, duration, materiality and extent of the relationship between the Corporation and the Supplier.

The level to which the Corporation will require Suppliers to adhere to the standards set out herein will be commensurate with the significance of the Supplier to its business, taking into account the nature, duration, materiality and extent of the relationship with the Corporation and such Supplier. Depending on the circumstances, the Corporation will consider what means it has available to require or encourage adoption of the standards set out herein. This may include the inclusion of contractual terms between the Supplier and the Corporation.

The Corporation reserves the right to require audits of infractions of this Code to investigate potential violations. Violations of this Code may result in corrective action, including but not limited to termination of the business relationship with the Corporation.

We expect Suppliers to ensure adherence to this Code further down the supply chain, where applicable, throughout their operations and their supply chain. As such, Suppliers are responsible for compliance with this Code by their own suppliers, vendors, agents and subcontractors.

All questions, comments and suggestions related to this Code should be communicated to Ken Shields, Chief Executive Officer and/or David Roberts, Chair of the Corporate Governance and Human Resources Committee.

No Third-Party Beneficiary Rights

This Code does not create any third-party beneficiary rights for the Supplier or any other third parties. This Code is in addition to and not in lieu of the provisions of any legal agreement or contract between Suppliers and Conifex.

Review

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