

Appendix "M"

CONIFEX TIMBER INC. CORPORATE ENVIRONMENTAL, HEALTH AND SAFETY POLICY

Everyone who works for or on behalf of Conifex is responsible for doing their part to help ensure a safe and healthy work culture and environment and contributing to our goal of achieving zero fatalities, zero critical incidents, zero injuries, and zero harm ("**Zero Harm**") to people and the environment.

Conifex's Commitments Include:

- systematically setting and reviewing objectives and targets to meet environmental, health and safety management system requirements, including the development, implementation, and review of environmental, health and safety policies, procedures and programs;
- providing ongoing environmental, health and safety training for employees;
- conducting regular assessments to identify hazards and implementing risk-based control measures to eliminate or mitigate known hazards;
- establishing and regularly reviewing emergency preparedness and response procedures;
- promptly reporting near misses and incidents and conducting investigations with the goal of preventing recurrence;
- establishing a Joint Occupational Safety and Health ("**JOSH**") Committee and maintaining collaboration with its members;
- upholding workers' rights to refuse unsafe work;
- complying with applicable provisions of the *Workers Compensation Act* RSBC 2019, c 1 and the *Occupational Health and Safety Regulation* B.C. Reg. 296/97 and relevant environmental and workplace legislation; and
- encouraging employee participation in identifying hazards and improving health, safety and environmental performance.

At Conifex, we work towards achieving our goal of **Zero Harm** by meeting or exceeding the requirements of applicable environmental, health and safety legislation while cultivating a leadership culture that is fair, mindful, respectful, informed and committed to continuous learning. We believe safe operations go hand in hand with efficient and effective production.

Management's Responsibilities Include:

- promoting a safe and healthy work culture and environment;

- ensuring awareness of known or reasonably foreseeable hazards;
- creating and maintaining Environmental, Health and Safety Programs with clear policies;
- addressing hazards promptly;
- providing training, information and supervision;
- helping to ensure compliance with legislation and company policies; and
- regularly reviewing and improving Conifex's Environmental, Health and Safety Programs based on feedback and audits.

Supervisors' Responsibilities Include:

- promoting a safe and healthy work culture and environment;
- being knowledgeable about relevant environmental, health and safety laws and regulations;
- providing training and instruction to all workers under their supervision;
- observing work practices and ensuring tasks are performed safely;
- communicating hazards to all workers under their supervision and implementing effective controls;
- consulting and collaborating with the JOSH Committee; and
- helping to ensure emergency response procedures are practiced and understood.

Workers' Responsibilities Include:

- maintaining a safe and healthy work culture and environment;
- taking reasonable steps to protect themselves and others;
- following environmental, health and safety laws, regulations, policies and procedures;
- reporting unsafe equipment, practices or conditions and taking appropriate measures to correct them when safe to do so;
- refusing to perform unsafe work that may endanger themselves or others;
- reporting incidents and injuries; and
- participating in safety programs, including the JOSH Committee where applicable.

Through collaboration and communication, we strive to maintain an incident and injury-free workplace.

This Policy is endorsed by the Board of Directors through the Environmental, Health and Safety Committee and will be reviewed annually. It will be communicated to employees and posted in workplaces to promote continued awareness and accountability.



Michael Costello
Chair of Board Environmental, Health & Safety Committee

Date: 11/11/2025