

OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT



CANFOR PULP IS COMMITTED TO PROVIDING A SAFE AND HEALTHY WORKING ENVIRONMENT FOR ALL EMPLOYEES AND ALL OTHERS REQUIRED TO PROVIDE SERVICES AT CANFOR PULP WORK SITES.

CANFOR PULP'S OCCUPATIONAL HEALTH AND SAFETY OBJECTIVES ARE:

- Take all reasonable care to prevent work-related incidents and disease through the recognition, evaluation, control, and wherever practical, the elimination of hazards.
- Promote the awareness of occupational health and safety issues and safe work practices and procedures.
- Ensure all work sites maintain effective health and safety systems.
- Support employee involvement in all aspects of occupational health and safety.
- Communicate our health and safety performance to our Board of Directors, shareholders, employees, customers and other interested parties.
- Comply with all relevant laws and regulations.

MANAGEMENT MUST:

- a. Develop and maintain a comprehensive occupational health and safety program.
- b. Conduct regular health and safety audits and implement appropriate corrective actions.
- c. Facilitate active employee participation in health and safety initiatives and programs.
- d. Provide the necessary education and training in safe work practices and procedures for supervisors, OH&S committee members, and all employees.
- e. Communicate known or reasonably foreseeable health or safety hazards to which employees are likely to be exposed by their work.
- f. Ensure there are emergency response plans in place that detail timely and appropriate actions to be taken in response to emergency situations.
- g. Develop and maintain effective disability management programs that provide all employees, affected by disabling occupational or nonoccupational injuries or illnesses, with an early return-to work evaluation process.

Occupational health and safety at Canfor Pulp is a shared responsibility

SUPERVISORS MUST:

- a. Ensure that all employees under their direction receive proper training and instruction and that all work is performed safely.
- b. Ensure that employees are made aware of all known or reasonably foreseeable health or safety hazards in the areas where they work.
- c. Initiate actions and follow-up in order to maintain a healthy and safe working environment within their areas of responsibility.

EMPLOYEES MUST:

- a. Take responsibility for avoiding risk to themselves and others and following all known safe work rules, procedures and instructions.
- b. Seek to eliminate all incidents by identifying and reporting workplace hazards and by assisting in the development of corrective actions to help mitigate them.
- c. If necessary, notify a member of their Joint Health and Safety Committee or a Management representative of any potential health and safety concerns or near misses.
- d. Commit to working safely each and every day and contribute to the creation of a safe working environment for themselves and their co-workers.

JANUARY 2023

A handwritten signature in black ink that reads "K Edgson".

KEVIN EDGSON

President and CEO, Canfor Pulp