



Occupational Health and Safety Policy

Context

SOLIFOR recognizes the importance of being a leader in health and safety and is committed to ensuring a safe working environment for its employees as well as for all workers operating on its properties. We prioritize the health, safety, and well-being of our employees, contractors, partners, and visitors. As a company engaged in sustainable forest management, we understand that accident prevention and the promotion of a healthy work environment are essential conditions for performance, social legitimacy, and legal and regulatory compliance.

Occupational health and safety (OHS) is a responsibility to which everyone must adhere.

Work Environment

- Provide a safe work environment that complies with applicable laws and regulations;
- Integrate proactive OHS risk management into all our activities (silviculture, supervision, etc.);
- Provide all our employees with the required personal protective equipment (PPE) and ensure its proper use;
- Ensure that all our service providers, contractors, and subcontractors are properly trained and held accountable;
- Conduct due diligence on the policies and practices of all our service providers, contractors, and subcontractors to ensure they comply with our OHS policy.

Training and Skills

- Provide our employees with the training necessary for their respective roles, including task-specific risk-related training;
- Provide clear and up-to-date documentation on safe procedures (cutting plans, mapping, emergency procedures, safety data sheets, etc.) to our employees, service providers, contractors, and subcontractors.

Physical and Mental Health

- Promote practices adapted to physical and mental needs, particularly for physically demanding work, including recognition of risks associated with isolation, fatigue, and mental health (e.g., adequate rest, nutrition, hydration, recovery, etc.);
- Provide working conditions that respect human capacities, especially during heat waves or periods of high operational pressure.

Shared Responsibility

- Work safely, following established procedures;
- Report any danger, incident, or anomaly immediately;
- Actively participate in prevention, training, and the continuous improvement of our OHS culture.

This policy applies to all activities of Gestion Solifor Inc. and its subsidiaries. It also aims to guide relationships with our suppliers and subcontractors and their performance in occupational health and safety. This policy is reviewed annually by the Human Resources and Governance Committee and approved by the Board of Directors of Gestion Solifor Inc.

**Dominic Paquet, President and CEO
Gestion Solifor Inc.**

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