

STELLA-JONES INC.

ENVIRONMENT, HEALTH AND SAFETY POLICY

Stella-Jones Inc. (“SJI” or the “Company”) is committed to sustainable operations and the protection of human health and the natural environment. The Company recognizes the environmental implications of its activities and embraces its responsibility to take all reasonable measures to conserve and protect the environment.

Additionally, the Company is committed to the health and safety of its employees and to providing a safe and healthy working environment. To that end, the Company will focus on continuously improving, towards an accident-free workplace through effective administration, education, training and the proper maintenance and design of its facilities and equipment.

To implement this Environment, Health and Safety Policy, the Company is committed:

- to constructing and operating its facilities in compliance with all applicable rules and regulations, providing for the protection of the environment, employees and the public;
- to working pro-actively in training management and its employees to anticipate problems;
- to applying cost-effective best-management practices to advance environmental protection and employee health and safety;
- to ensuring every employee is properly trained and responsible and accountable within their sector of activity for conducting operations in compliance with SJI’s environmental health and safety policy;
- to responding to legitimate concerns made known to it and to participate actively with interested parties to understand environmental as well as health and safety issues and to develop rational and effective environmental solutions;
- to encouraging research to expand knowledge of the environmental impact and benefits of the industry’s activities and to improving treatment technologies; and
- to reporting regularly to the Environmental, Health and Safety Committee and the Board of Directors with respect to the execution of this policy, including a review of the Company’s operations and facilities to ensure compliance.

Approved by the Board of Directors on December 12, 2023.