



ENVIRONMENT, HEALTH AND SAFETY POLICY

SJ-100-04

Policy Owner: Vice-President, Environment, Health and Safety

Scope: This policy applies to all Stella-Jones employees, entities, and its subsidiaries.

Approved: 12/13/22

Effective: 12/13/22

Stella-Jones Inc. ("SJ" 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:

- 1) Constructing and operating its facilities in compliance with all applicable rules and regulations, providing for the protection of the environment, employees and the public
- 2) Effective implementation of the Company's environment, health and safety management system at all production locations
- 3) Continuous improvement in environmental performance aimed at pollution prevention and the use of best management practices
- 4) Reducing absolute Scope 1 and 2 GHG emissions by 32% across all operations by 2030
- 5) Efficient use of freshwater at all production sites, investing in processes that enables water recycling and re-use where possible
- 6) Implementing a waste management program that seeks to reduce waste sent to landfill, increase recycling, and maintain compliance with waste regulations
- 7) Monitor air quality and maintain regulatory permits at all production sites where required
- 8) Working pro-actively to train employees in hazard identification



- 9) Ensuring every employee is properly trained, responsible, and accountable within their sector of activity for conducting operations in compliance with SJ's environmental health and safety policy
- 10) Open communication and dialogue with interested stakeholders on Stella-Jones' environment, health and safety aspects
- 11) Encouraging research to expand knowledge of the environmental impact and benefits of the industry's activities.

A dedicated environmental, health and safety team has been appointed to oversee the implementation of this policy. Senior Management is responsible for overseeing the execution of this policy, including an annual review of the Company's operations and facilities to ensure compliance, and reporting progress regularly to the Corporation's Environment, Health and Safety Committee of the Board of Directors.

Revision Number	Date	Change Summary
0	12/13/22	Existing policy converted to new format.
1	23/09/24	Updated for specific commitments to include air, water, waste, and GHG emissions.