

Human Rights Policy

As a respected and trusted company and in alignment with its values, Stella-Jones (“the Company”) will not compromise on human rights to achieve its business objectives.

1. RESPECTING HUMAN RIGHTS

Stella-Jones is committed to upholding the principles enshrined in internationally recognized human rights laws. This includes the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Respecting human rights at Stella-Jones includes the Company’s commitment to conducting business in an ethical and responsible manner as outlined in its Code of Business Conduct and Ethics.

Stella-Jones recognizes lawful employee rights of free association and collective bargaining and is committed to ensuring non-discriminatory and safe workplaces with fair working hours, conditions, and compensation.

The Company prohibits the employment of individuals in violation of applicable local minimum age laws as well as the use of forced labour, slave labour, or labour resulting from human trafficking in its operations and in its supply chain.

To meet this commitment Stella-Jones will:

- Implement ongoing human rights due diligence process, actively seeking to identify and assess actual and potential human rights risks and impacts in our operations and those of our supply chain partners.
- Communicate this Policy to suppliers and employees and provide training periodically.
- Comply with all laws regarding conditions of employment including working hours, freedom of association and the right to collective bargaining.
- Provide suppliers with reasonable assistance to meet the requirements of this Policy. If Stella-Jones’ due diligence process determines a supplier requires assistance to comply with this Policy, and elects not to terminate existing contractual agreements, Stella-Jones shall employ reasonable efforts to provide assistance, which may include supplier

training, upgrading of facilities and equipment, and strengthening management systems. Assistance provided by Stella-Jones shall not be deemed a waiver of the Company's rights, claims or defenses under applicable law.

If non-compliance is identified in Stella-Jones' direct supply chain or operations, Stella-Jones will provide access to an appropriate remedy. The purpose of any remediation shall be to restore, to the extent commercially practical, the affected persons to the situation they would have been in had adverse human rights impacts not occurred.

2. REPORTING CONCERNS

The Company encourages its employees, contractors, business partners, and community members to bring human rights concerns to its attention and is committed to taking appropriate action to address any known adverse impacts. Concerns about violations of this Policy or any other related matter may be reported anonymously and confidentially through a third-party reporting system:

- Online through a secure website at <http://www.clearviewconnects.com>.
- Over the phone through Stella-Jones' dedicated toll-free number 1-844-851-6848
- By mail through the confidential post office box located at: P.O. Box 11017, Toronto, Ontario M1E 1N0.