



**La-kwa sa muqw  
Forestry**

## **La-kwa sa muqw Forestry Limited Partnership**

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2024 Report

*Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Published: May 31, 2025

## Overview

La-kwa sa muqw Forestry Limited Partnership (“**LFLP**” or the “**Limited Partnership**”), as represented by its general partner, La-kwa sa muqw Forestry Ltd.. (the “**General Partner**”) is producing this report (the “**Report**”) in accordance with Section 11(1) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) for the financial year ended December 31, 2024.

LFLP is committed to continuous improvement in everything we do, with health and safety being our highest priority. We conduct our business with integrity and transparency and are committed to promoting human rights in all aspects of our business.

This Report sets out LFLP’s actions to identify and understand any forced labour or child labour risks related to our business and describes the policies and processes the Limited Partnership has in place to combat these potential risks in our business and supply chains.

This Report has been approved by the board of directors of the General Partner (the “**Board of Directors**”) in its capacity as the governing body of the Limited Partnership. All information provided in this Report pertains to La-kwa sa muqw Forestry Limited Partnership, as the entity required to report pursuant to Section 11(1) of the Act. All information presented in this Report is current as of the date set forth above unless otherwise indicated.

## About LFLP

### Structure

LFLP is a limited partnership formed under the laws of the Province of British Columbia. LFLP’s registered office is located at Suite 800 – 1055 West Georgia Street, Royal Centre Building, Vancouver, BC with its operations based out of 8010 Island Highway, Campbell River, BC.

LFLP’s limited partners are Western Forest Products Inc. (“**Western**”), K’ómoks First Nation, Tlowitsis First Nation, We Wai Kai First Nation and Wei Wai Kum First Nation who, together, hold all of the issued and outstanding limited partnership units of LFLP. The General Partner holds 100% of the general partner units of LFLP and the governance of the Limited Partnership is directed by the General Partner through its Board of Directors.

As of December 31, 2024, LFLP had 131 employees, of whom 106 are Canadian unionized employees and 25 are Canadian salaried employees. The unionized employees are represented by the United Steelworkers (“**USW**”). All employees directly employed by the Limited Partnership are located in British Columbia, Canada (“**BC**”). The Limited Partnership uses contractors to support its timberlands operations, as its business needs may require.

### Activities

LFLP’s primary business includes the harvesting of timber and selling our logs to select customers in Canada.

### Supply Chains

The Limited Partnership harvests timber from tenures on Crown-owned land in BC. The Limited Partnership employs unionized employees and engages contractors to support its timberlands harvesting activities.

Once harvested, logs are sorted according to species, size and grade and sold to third parties on the open-market or under long-term fibre supply agreements. Logs are largely transported by truck, using contracted trucking services, to LFLP's customers.

## **Policies and Due Diligence Processes**

### Policies

The Limited Partnership implements a Code of Conduct and Business Ethics ("**Code of Conduct**") to mitigate the risk of forced labour and child labour in its business and supply chains.

The Code of Conduct clearly sets out the core values and the actions and behavior expected from all LFLP representatives. The Code of Conduct requires all LFLP representatives to comply with the letter and spirit of all applicable laws, rules, and regulations in the jurisdictions that the Limited Partnership operates in, including those pertaining to health and safety and human rights. The Limited Partnership also expects its contractors and suppliers to adhere to the spirit of the Code of Conduct.

The Code of Conduct specifically provides that the Limited Partnership does not engage in or require any compelled, involuntary or forced labour or child labour and sets a clear expectation that our contractors and other parties with whom we do business meet the same standards.

The Code of Conduct requires all LFLP representatives to immediately report any concerns relating to the Code of Conduct observed in the course of the Limited Partnership's business, including those relating to health and safety and human rights, and the Limited Partnership is committed to investigating and addressing any concerns raised. All reported violations of the Code of Conduct are reported to the Board of Directors.

### Due Diligence Processes

The Limited Partnership also mitigates the risk of forced labour and child labour in its business and supply chains through various mandated due diligence processes.

As part of its standard recruitment and hiring process, the Limited Partnership verifies that every prospective employee is legally eligible to work in BC and has voluntarily consented to the terms of their employment. The Limited Partnership also requires that all new employees receive mandatory training on the Code of Conduct (as described above) as part of their onboarding. The Limited Partnership's employees are also required to annually acknowledge that they have reviewed and are complying with the Code of Conduct.

The Limited Partnership also implements a number of due diligence processes to mitigate the risk that forced labour or child labour is used by the Limited Partnership's suppliers or service providers, including the following:

- using ISNetworld, a third-party contractor management platform, to ensure our contractors' health, safety and governance programs meet regulatory and contractual requirements, including compliance with applicable laws. ISNetworld specifically requires contractors and service providers to comment on their policies and due diligence process to reduce the risk of forced labour and child labour in their workforce and supply chains;
- requiring suppliers and service providers to undertake request for proposal (RFP) or request for quote (RFQ) processes for significant capital projects, which enables the Limited

Partnership to further evaluate its suppliers and service providers based on specified criteria, including those relating to compliance with applicable law;

- performing regular inspections of our forest service contractors' performance to ensure that contractors are meeting our operational expectations and complying with applicable laws, including those pertaining to forced labour and child labour; and
- the Limited Partnership voluntarily submits to annual audits conducted by independent third parties to verify that Limited Partnership's operations meet internationally recognized standards relating to forest management and chain-of-custody or fibre sourcing, including: Canadian Standards Association (CSA) CSA Z809-16 Sustainable Forest Management Standard and the Programme for the Endorsement of Forest Certification (PEFC) PEFC ST 2002:2020 (Chain of Custody). The foregoing certifications involve, among other things, an independent review of the Limited Partnership's compliance with applicable laws, including relevant modern slavery laws, and impact on the workers and communities where it operates;

Furthermore, LFLP implements a contract management policy that helps to ensure that the Limited Partnership's contractual arrangements with suppliers, service providers and other contractors are appropriately reviewed and contain appropriate representations, warranties, and covenants regarding their compliance with applicable law in the course of performing their duties for the Limited Partnership.

### **Risk Assessment**

As mentioned above, the Limited Partnership actively monitors our contractors to ensure they are meeting our operational expectations and complying with applicable laws, including those pertaining to forced labour and child labour. All our contractors are based in BC and subject to the laws, employment standards and health and safety regulations of that jurisdiction. Moreover, a significant portion of our workforce is unionized and represented by the USW.

Notwithstanding the foregoing, the Limited Partnership has determined that its contractors' employment practices, which we do not directly control, present the greatest potential risk of child labour and forced labour in our supply chain. The Limited Partnership has determined that more proactive review of the Code of Conduct with our contractors, with specific attention drawn to the issues of forced labour and child labour, will further mitigate such issues in our supply chains in addition to the measures described in this Report.

### **Remediation Measures**

The Limited Partnership did not discover nor was made aware of any instances of forced labour or child labour in its operations and supply chains during 2024 and, consequently, no remediation measures were required.

### **Training**

As mentioned above, all new employees of the Limited Partnership receive mandatory training on the Code of Conduct as part of their onboarding. Moreover, the Limited Partnership's employees are required to comply with all policies described in this Report and receive regular training and testing to ensure that they understand such policies.

### **Assessing Effectiveness**

The Limited Partnership assesses the effectiveness of its policies and due diligence processes relating to forced labour and child labour primarily through monitoring and evaluating any concerns raised through the Code of Conduct (as described above). The Limited Partnership also plans to provide its employees a forum to raise any concerns through regular, confidential employee engagement surveys, the results of which will be used to inform updates to the Limited Partnership's policies and changes to our workplace.

The Limited Partnership continually evaluates the performance of our suppliers and service providers to ensure that the Limited Partnership's business relationships align with our strategic objectives and core values, including those values set forth in the Code of Conduct. The Limited Partnership documents any reported instances of non-compliances from our suppliers and service providers, including violations of the Code of Conduct, and will consider such non-compliances as we engage such supplier or service provider for future projects or, in some circumstances, terminate our business relationship with such supplier or service provider. Moreover, ISNetworld requires certain of the Limited Partnership's suppliers and service providers to provide updated information on an annual basis to verify that their health, safety, and governance programs continue to meet regulatory and contractual requirements, including compliance with applicable laws.

### **Steps Taken in 2024**

The Limited Partnership has taken the following steps during the 2024 financial year ended December 31, 2024 to prevent and reduce the risk that forced labour or child labour is used at any step of the production of its business or supply chains:

- implementing the policies and mandated due diligence processes described in this Report;
- providing mandatory training on the Code of Conduct to all new Limited Partnership employees, including for reporting concerns relating to the Code of Conduct;
- requiring that all existing employees provide an annual acknowledgement that they have read and are complying with the Code of Conduct;
- updating the terms and conditions used for the Company's procurement of goods and services to include express representations and obligations on the Company's suppliers' to investigate their labour practices to ensure that no forced labour or child labour is used in their business or supply chains; and
- verification of certain of the Limited Partnership's suppliers and service providers' compliance with health, safety, and governance programs through ISNetworld.

The Limited Partnership intends to continue to review and update its policies, procedures and processes to ensure that it maintains appropriate safeguards against the risk of forced labour and child labour in its business and supply chains. The Limited Partnership will also continue to implement its training processes to ensure that all employees are empowered to identify and report any suspected instances of forced labour and child labour in the course of their employment at LFLP.

*Attestation follows on the next page.*

## Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

ATTESTED this 31<sup>st</sup> day of May, 2025.

By order of the Board of Directors



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**Seanna McConnell**

Chair, Board of Directors

La-kwa sa muqw Forestry Ltd., for and on behalf  
of La-kwa sa muqw Forestry Limited Partnership

I have authority to bind the Limited Partnership.