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## **Appendix XI Company Policies and Principles**

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### **Canfor's Mission**

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We will be a highly successful competitor in the global forest products industry, managing with integrity the resources entrusted to our care.

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We will be characterised by:

- Employing and developing highly motivated, empowered and committed people who enjoy their work.
  - Consistently satisfying customer needs with quality products and services
  - Enhancing the forest resource, ensuring responsible stewardship of the environment, and protecting human health and safety.
  - Encouraging, recognising and rewarding excellence in all our endeavours, with an emphasis on innovation and results.
  - Increasing value for shareholders.
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We will be guided by the core values of integrity, trust, openness and respect for people.

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### **Canfor Corporation - Forest Stewardship Policy**

We will be a highly successful competitor in the global forest products industry, managing with integrity the resources entrusted to our care.

We are committed to enhancing the forest resource through responsible environmental stewardship. We will be a leader in renewing, managing and protecting forest resources for integrated use and sustainable development.

We are committed to:

- Involving the public in planning our forest activities.
- Sustaining the many values of the forest when planning and conducting our forest activities.
- Conducting our forest operations in a safe, ecologically-based, efficient and sustainable manner.
- Ensuring that our harvested areas are successfully reforested with appropriate tree species, which conserve the diversity and productivity of the forest.
- Protecting the forests under our care from fire, insects, disease and wind.
- Monitoring the forest practices of our operations at regular intervals and communicating our performance to our Board of Directors, our employees and the public.

We will be guided by the core values of integrity, trust, openness and respect for people.

## **Canfor Corporation - Environmental Policy**

Canfor Corporation is committed to responsible stewardship of the environment, and to sustainable development. To that end we are committed to:

- Designing, building and operating all of our facilities to comply with or surpass applicable environmental laws and regulations and to following good environmental practices.
- Improving our environmental performance continually by setting measurable objectives and targets to prevent pollution.
- Conducting regular environmental audits at all of our facilities.
- Communicating our environmental performance and on our environmental management system to our Board of Directors, our shareholders, our customers, our employees and the public
- Promoting environmental awareness throughout our operations and in the communities in which we live and work.

## Canfor's Englewood Logging Division Safety Policy

The health and safety of the women and men of the Englewood Logging Division is the most important aspect of this operation. I am personally committed to ensuring that all of our activities are focused on creating a safe and healthy workplace where people take individual and collective responsibility for safe work practices and healthy lifestyles.

Canfor's founding members John Prentice and Poldi Bentley established the company commitment many years ago when they stated, "Every employee is entitled to a safe place in which to work and to the benefits of an aggressive and continuing accident prevention program".

Both Peter Bentley, Chairman and Chief Executive Officer, and David Emerson, President and Chief Operating Officer of the Canfor Corporation, have continued this commitment by endorsing the statement, "Safety Comes First in Canfor".

The Industrial Health and Safety Program for the Division was developed by the Safety Committees. It is administered by Divisional Management with input from Camp Safety Committees and employees.

Safety and health in the work place also involves our families and activities off the job. Therefore, we are committed to the Employee Family Assistance Program for those who need assistance and the Selective Employment Program for employees injured on or off the job.

It is essential that each of us understands our responsibilities for the health and safety of ourselves and our fellow workers. These are explained in the Program booklet received by every new employee.

The key to achieving our common objective is open and honest communication with mutual trust and respect between people. I am committed to promoting this at Englewood so that each of us can return home safely every day.

Wayne Green, General Manager