



FOR IMMEDIATE RELEASE

Western and PPWC Announce New Collective Agreement

February 1, 2021 – Vancouver, British Columbia – Western Forest Products Inc. (“Western” or the “Company”) and the Public and Private Workers of Canada, Local 8 (“PPWC”) are pleased to announce that the terms of a new collective agreement have been ratified by members of PPWC.

The new eight-year collective agreement covers approximately 70 hourly employees at Western’s Ladysmith Sawmill. The new agreement is effective from January 1, 2021, and expires December 31, 2028, and provides for general wage increases as follows:

Year	Percentage
Year 1	3%
Year 2	3%
Year 3	2%
Year 4	2.5%
Year 5	2%
Year 6	2%
Year 7	2%
Year 8	2%

“We are pleased to have jointly reached a positive outcome that reflects the valued contributions of our employees,” said Don Demens, President and Chief Executive Officer, Western Forest Products. “The new collective agreement is an important step in providing long-term certainty and stability for our employees, communities and our customers, who support thousands of jobs in coastal BC through their purchases.”

“This agreement is the result of our members’ collective desire to support a vibrant coastal forest sector that provides good, secure, family supporting jobs for years to come. We were pleased to conclude this agreement quickly and as a result of good faith negotiating between Western and PPWC,” said Rod Gallant, President, PPWC, Local 8.

About Western Forest Products Inc.

Western is an integrated forest products company building a margin-focused log and lumber business to compete successfully in global softwood markets. With operations and employees located primarily on the coast of British Columbia and Washington State, Western is a premier supplier of high-value, specialty forest products to worldwide markets. Western has a lumber capacity in excess of 1.1 billion board feet from eight sawmills and four remanufacturing facilities. The Company sources timber from its private lands, long-term licenses, First Nations arrangements, and market purchases. Western supplements its production through a wholesale program providing customers with a comprehensive range of specialty products.

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