



**PAPER
EXCELLENCE**

INDIGENOUS PEOPLES

Paper Excellence has demonstrated a long-term commitment to building relationships with Indigenous communities. We support the social, cultural, environmental and educational goals of our Indigenous partners.

COMMITMENT TO INDIGENOUS PEOPLES

Meaningful Indigenous engagement is a foundation of corporate social responsibility. Paper Excellence understands the importance of being good neighbours and greatly values its relationships with Indigenous communities.

Paper Excellence acknowledges the *UN Declaration on the Rights of Indigenous Peoples* and recognizes enactments in our operating communities such as BC's *Declaration on the Rights of Indigenous Peoples Act*. Paper Excellence deeply respects the calls to action as reflected in Canada's Truth and Reconciliation Commission.

Paper Excellence's approach is to build long-term high value partnerships with communities in its operating areas and where practicable to align its vision, values and corporate policies with local Indigenous Peoples.

Towards this commitment, Paper Excellence is focused on building beneficial business partnerships and supporting community investment with initiatives that focus on business capacity, education, health and culture, and sustainability projects.

Reconciliation through collaboration and an open-minded approach creates enduring and meaningful connections. Paper Excellence recognizes that doing business right means building business together.

FACTS



Paper Excellence has direct economic ties to 15 Indigenous Nations in the vicinity of our mills



Over three dozen of Indigenous Nations in all of Paper Excellence's operating areas



Sustainable joint management of forestry resources with Saskatchewan Indigenous communities



**UN DECLARATION ON THE RIGHTS
OF INDIGENOUS PEOPLES**



**DECLARATION ON THE RIGHTS
OF INDIGENOUS PEOPLES ACT**



WORKING TOGETHER

Our goal is to develop business partnerships that are about collaboration, respect for values, and mutual benefit.

Paper Excellence works closely with Indigenous communities on education and stewardship initiatives, such as the Outland Youth Employment Program (OYEP). Our donations support the program, which provides an opportunity for First Nations youth to gain skills and exposure to forest industry opportunities.



The OYEP natural resource-based community-driven initiative works towards opportunities for Indigenous youth through education, training and work experience.

GOOD NEIGHBOURS

Paper Excellence values being a good neighbour with communities in the event of sudden emergencies and extraordinary conditions.



Non-certified surgical masks were donated to Ts'ewulhntun Health Centre at Cowichan Tribes in May 2020 during the COVID-19 pandemic.



Photo credit: Lyndon Cassell Photography, Port Alberni, BC.

INVESTING IN THE FUTURE

We present Indigenous People post-secondary scholarships in 10 communities each year. We are building more educational opportunities as part of our long-term commitment to the future of Canada's Indigenous youth.

June 2019, a Port Alberni mill representative presented two Indigenous Peoples scholarships awarded to recipients at the Alberni District Secondary School.



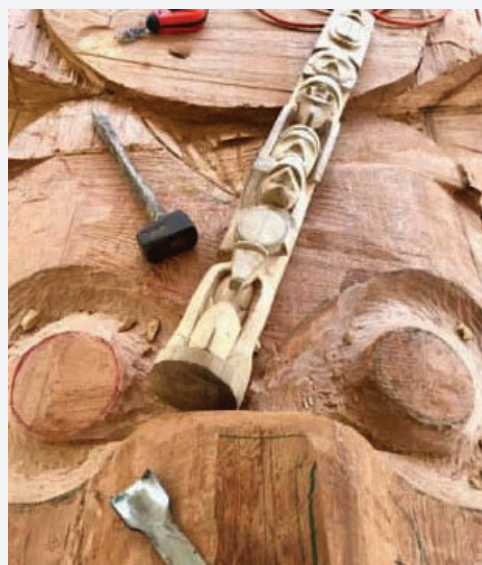
Proud supporters of the Tony Cote Summer Games held in 2019 at the Flying Dust First Nation in partnership with the City of Meadow Lake, Saskatchewan. Attracting participation from over 2,500 First Nations youth from 74 Nations, this is the biggest annual event of the summer for Indigenous youth.

CULTURAL SUPPORT

Paper Excellence allocates yearly donations that contribute to worthy projects such as the critical needs of coastal Indigenous Peoples to revive their unique language and material culture.



Nuu-chah-nulth master carver Tim Paul, transformed a 800-year-old cedar into the FNEF Language Revitalization Pole in Port Alberni. The totem pole provides a reminder for all Canadians of the importance of Indigenous languages. This is a culturally important project and Paper Excellence is proud to support it.



COWICHAN RIVER MANAGEMENT



Since 2003, our Crofton Mill has partnered with local First Nations and key stakeholders for the protection of the Cowichan River. This heritage river is in jeopardy due to climate change reducing precipitation in its basin, resulting in 10 significant drought events in the past 20 years. The lack of water has lowered river levels, threatening the ecosystem including critical salmon and other fish populations. **The River Management Group** cooperatively develops and executes plans that help monitor the river and protect the fish.



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