

INDIGENOUS RELATIONS

Photo: Somass River, Port Alberni

BUILDING LONG-TERM PARTNERSHIPS

Paper Excellence demonstrates a long-term commitment to building relationships with Indigenous communities.



“For Tseshaht it is really important, not just because of the location of the paper mill here, but the history that was once here as a village, as a community, as employment for many of our community members from decades ago until recently. We have members who work here now. It’s a totally interconnected feeling for us, it’s not just about jobs; it’s about sharing history, it’s about sharing culture. It’s about their connection to the Somass River here and how close they are. We’re excited about it.”

Wahmeesh Ken Watts, elected Chief Councillor for Tseshaht First Nation on signing an MOU with Paper Excellence that sets out the intentions of both parties to build a collaborative relationship together.

INVESTING IN COMMUNITIES

Paper Excellence understands the importance of being good neighbours and greatly values its relationships with Indigenous communities.



Paper Excellence donated \$10,000 to the *ʔuuʔatumin yaqckʷiimitqin* "Doing it for our ancestors" project that works to heal and bring answers to those affected by the Alberni Indian Residential School (AIRS) and is led by the Tseshah First Nation.

Every year, participants in our Dynamic Leadership Development program discuss the Moose Hide Campaign, reflect on its mission, and pledge support to stand against violence towards women and children.



CULTIVATING INDIGENOUS PARTNERSHIPS

Paper Excellence recognizes that doing business right means building business together.



Fred Iron, member of the Canoe Lake Cree First Nation, lives in Cole Bay, SK and has worked with Mistik since 2002. Fred started his career as an equipment operator running a line skidder. In 2017, he purchased the business from his boss and in 2020, he bought a new 903M John Deere feller buncher. He employs three other local community members and harvests 100,000 m³ annually.

MISTIK MANAGEMENT LIMITED

For more than 10 years, Paper Excellence has worked in partnership with the Meadow Lake Tribal Council through Mistik Management Ltd., a forest management company dedicated to the sustainable use and stewardship of 1.9 million hectares of forest in northwestern Saskatchewan.

Quick Facts About Mistik Management:

- Mistik's workforce is over 70% Indigenous
- 168 vendors work with Mistik, with 67 each grossing more than \$50,000 annually
- Mistik works with Co-management Boards who liaise with communities about Mistik's forest activities
- Mistik delivers 1.4 million m³ of fibre to shareholder mills annually

Catalyst Crofton mill employees supported the Elders Gathering organized by H'ulh-etun Health Society. Over 350 Indigenous Elders from nine BC coastal Nations attended the three-day cultural event.



Howe Sound Pulp & Paper supports Skwxwú7mesh Nation Knowledge and Culture Keepers and Language Keepers visiting local classrooms and Indigenous high school students and their caretakers visiting post-secondary institutions.

ATLI CHIP LIMITED PARTNERSHIP

In 2021, Paper Excellence became a partner in Atli Chip Ltd. which is majority owned by Atli Resources LP, the forestry arm of the 'Namgis First Nation. Located on northern Vancouver Island, partnerships like this build confidence in the forest industry by providing jobs in our rural communities.

Quick Facts About Atli Chip:

- Majority Indigenous owned
- The facility is capable of processing 300,000 to 400,000 m³ of chips per year
- Fibre supply is made up of pulpwood and post-harvest biomass
- Consuming post-harvest biomass reduces greenhouse gas emissions and wildfire risk



This was the first barge of wood chips produced by Atli Chip. These chips were made, in part, from post-harvest biomass, reducing greenhouse gas emissions and wildfire risk.

PUTTING RECONCILIATION INTO ACTION

Paper Excellence knows that reconciliation through collaboration creates enduring and meaningful connections.

Paper Excellence is a proud member of the Canadian Council for Aboriginal Business and we take part in their Progressive Aboriginal Relations (PAR) third-party certification program. Like any third-party certification program, PAR holds companies to account and makes sure they are putting action to their words.

In this last year, we did the following work which allowed us to progress to the next level of PAR certification:

- Conversations with Indigenous communities informed our decision making
- We developed a communications plan for internal and external Indigenous Relations
- Senior leadership personally reinforced their commitment to Indigenous Reconciliation
- We continued developing internal cultural awareness training programs.

Paper Excellence leadership acknowledges and respects the principles in the United Nations Declaration on the Rights of Indigenous Peoples.

Our Reconciliation action planning is guided by the Truth and Reconciliation Commission's Calls to Action #92.

Progressive
Aboriginal
RELATIONS

COMMITTED

Canadian Council for
Aboriginal Business



RECONCILIATION IN ACTION

COMMIT & CONNECT

- Our Commitment to Indigenous Peoples published in 2020*
- Foundational Agreements with Indigenous Groups

BUILD STRATEGY & CAPACITY

- Canadian Council of Aboriginal Business's Progressive Aboriginal Relations Program Certification - Committed Level achieved in 2021
- Indigenous Business Strategy
- Indigenous Fibre Strategy

ESTABLISH POLICY & STRENGTHEN RELATIONSHIPS

- Indigenous Relations Policy published in 2022*
- Community Investment
- Cultural Competency Training

IMPLEMENT RECONCILIATION ACTION PLAN

- Indigenous Procurement Policy
- Diversity, Equity, and Inclusion (DEI) Program
- Recruitment and Retention
- Indigenous Business Development

* These documents are available at: <https://paperexcellence.com/responsibility/indigenous-peoples>

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