



**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.



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



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

## HIGHLIGHTS



Paper Excellence is building mutually beneficial partnerships with Indigenous Nations in our operating areas.



Our Progressive Aboriginal Relations (PAR) steering committee took part in Indigenous Peoples cultural training to support our ongoing reconciliation work.



Our Saskatchewan team takes part in joint management of forest resources with Indigenous communities.



## WORKING TOGETHER

Paper Excellence donated to Indspire's Building Brighter Futures: Bursaries, Scholarships, and Awards program which provides funding to Indigenous students in full and part time studies in college, university, skilled trades, apprenticeships, and technology programs.



The work that Indspire does to support Indigenous students in their educational journey speaks to our role in reconciliation.

## INVESTING IN THE FUTURE

We present First Nations, Metis and Inuit post-secondary scholarships in eight communities each year. We are building more educational opportunities as part of our long-term commitment to the future of Canada's youth.

*"This scholarship will help me focus on the tough classes I plan to take, rather than worrying about how to pay for them." - Jolynn Amyotte*



Paper Excellence will have invested more than \$200,000 in Indigenous programs and scholarships by the end of 2021.

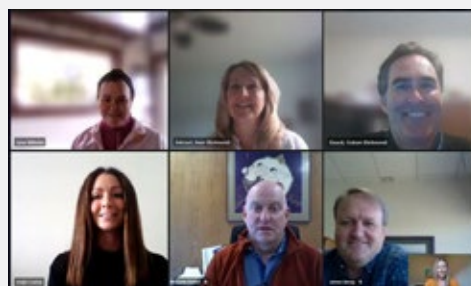
## COMMITTED PAR MEMBERSHIP

Paper Excellence is a Partnership Accreditation in Indigenous Relations (PAIR) Committed company and is in the foundational stages of building our Indigenous Peoples relationships. The PAIR program provides a high level of assurance in the independent, third part verification of company reports on measurable outcomes and initiatives in four key areas: Leadership Actions, Employment, Business Development and Community Relationships.

At Paper Excellence, we aim to foster meaningful and sincere partnerships with Indigenous communities to create economic prosperity, social vibrancy and environmental integrity. We believe that being a PAIR certified company is one approach that will help us achieve this.



The PAIR Steering Committee is made up of seven Paper Excellence leaders that will help the company navigate our Committed PAR membership, through the Canadian Council for Aboriginal Business.



## BUILDING PARTNERSHIPS

Paper Excellence is committed to economic reconciliation through Indigenous partnerships like Atli Chip LP.



The Atli Chip Limited Partnership team achieved an important milestone when they loaded their first barge of wood chips at Beaver Cover which was delivered to one of our mills.



The Letter of Understanding is a key step in building our relationship with the Cumberland House Cree Nation and we are pleased to be on this path together. We are beginning important work with our valued downstream neighbours focused on environmental stewardship and industrial opportunities related to the restart of the Prince Albert mill.

## 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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