



Aboriginal Peoples Policy

Resolute Forest Products recognizes and respects the cultural and social significance of the land, water and forests of Canada to its Aboriginal peoples. We also understand these resources are critical to the future prosperity and economic sustainability of Aboriginal communities. We share a common interest in ensuring that the forests we rely upon continue to provide for cultural, environmental and economic needs of future generations.

Resolute is committed to support and maintain constructive relationships with Aboriginal peoples in our operating regions in Canada and to explore employment and business development opportunities of mutual benefit.

Resolute's Aboriginal Peoples Policy in Canada

Resolute respects the constitutional, legal and treaty rights of Aboriginal peoples.

Resolute is committed to building relationships on a foundation of respect for the languages, traditions, and political, social and cultural institutions of Aboriginal peoples.

Resolute will encourage and promote initiatives within the organization to better understand Aboriginal communities, their history, customs, culture and rights.

Resolute will engage and support consultation with Aboriginal peoples on local issues and projects, including forest management planning.

Resolute will encourage the hiring of Aboriginal employees by the Company and its contractors, whenever possible, to build a workforce that reflects the diversity of the communities in which we operate.

Resolute will support training to help develop appropriate skills among Aboriginal workers to qualify for local job opportunities.

Resolute will pursue mutually beneficial commercial relationships, partnerships and contracting opportunities with local Aboriginal businesses.

The Corporate Sustainability Committee of Resolute is responsible for the implementation of this policy.

Approved by:

A handwritten signature in blue ink, appearing to read "Richard Garneau".

Richard Garneau
President and Chief Executive Officer

May 1, 2015