

HEALTH AND SAFETY POLICY STATEMENT

The health and safety of our employees is a core value for our Pulp & Paper-Tissue and Wood Product business units. We are committed to providing our employees with safe working environments, in addition to complying with applicable legal requirements in all our sites.

We promote a proactive approach to risk control by combining safety leadership attitude with individual accountability, supported by a stringent safety management system that includes management and employee roles and responsibilities, training and awareness level required, audits and performance monitoring as well as employee participation to risk control.

Employees are accountable for working safely at all times so as not to endanger their own health and safety or that of their co-workers.

We are committed to these beliefs:

- Each task can be performed without injury.
- Operating without injuries is the foundation of operational excellence.
- Safety and health are core values linked to every part of our business.
- Firm commitment by management and by each employee at all levels is key to creating and maintaining a safe, injury-free workplace.

We foster continuous improvement by establishing world-class health and safety standards at each facility, and by measuring continuous performance from our three proactive safety pillars:

- Employees' safety commitment meetings
- Hazard recognition and control prior to start any task and obligation to apply the 7 Stop Job Triggers
- Near-miss and proactive near-miss reporting and follow-up



Daniel Ouellet

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