



# Human Rights Policy

Corporate Office  
Effective Date: July 2019

## Respect of Human Rights

Domtar respects human rights in all of its worldwide activities. We seek to neither cause nor contribute to adverse human rights impacts through our activities, and to address such impacts in a timely manner if they occur. Our employees are required to follow Domtar's policies and comply with laws and regulations related to human rights. Our *Code of Business Conduct and Ethics* provides the framework and expectations for how we conduct business, including our approach to human rights. We respect the principles set out in the *United Nations Global Compact*, *Universal Declaration of Human Rights* as well as the *International Labor Organization Declaration on Fundamental Principles and Rights at Work*.

## Working Conditions

### Freedom of Association and Collective Bargaining

We recognize and respect our employees' right to associate freely and bargain collectively. We work collaboratively with recognized unions to promote the interests of our employees. In facilities where employees are not represented by unions, we work directly with our employees to provide opportunities for their concerns to be addressed.

### Compensation

We promote our employees' material well-being by providing compensation and benefits that are competitive and comply with applicable law.

### Work Hours

We comply with applicable laws regulating hours of work for our employees.

### Environment, Health and Safety, and Sustainability

We conduct our business in a manner that protects the health and safety of our employees, contractors, visitors, and communities, and provide for the protection of the environment. We strive to ensure a safe and healthy work environment that meets or exceeds applicable legal standards for occupational safety and health. We continue, as practicable, to reduce and minimize the environmental footprint of our operations, and keep implementing environmentally-sustainable strategies.



Please refer to Domtar's *Occupational Health and Safety Policy*, *Environmental Policy*, as well as our *Right and Responsibility to Act Policy*.

### Harassment and Discrimination

We are committed to providing a work environment free from discrimination and harassment. We embrace the principles of federal and state/provincial/local laws that prohibit discrimination and harassment based on any of the following grounds: race, color, ethnic or national origin, citizenship, sex, pregnancy, sexual orientation, veteran status, marital status, religion, age, disability, genetic information or any other classification protected by federal, provincial/state or local law. Domtar's Anti-Discrimination and Anti-Harassment Policy outlines our approach to these topics.

### Child Labor

We do not use child labor under any circumstances, nor do we condone its use by our contractors and suppliers.

### Forced Labor

We do not use forced labor, nor do we tolerate the use of forced labor by our contractors and suppliers, and under no circumstances do we tolerate physically abusive disciplinary practices. Domtar does not use, and is strongly against, human trafficking in its labor force or that of its contractors and suppliers.

### Legislation

We observe all laws and regulations that govern working conditions of our employees in all jurisdictions where we operate.

## **Community Engagement**

We foster community development by promoting literacy, health and wellness, and sustainability, as well as protection of natural resources and wildlife. This includes our *EarthChoice Ambassadors Program* where employees voluntarily engage in various projects aimed at improving the communities in which they live and work.

### **Indigenous Populations**

Respecting the rights of indigenous people in the communities where we operate is of fundamental importance to Domtar. We work collaboratively with recognized representatives of First Nations/Native Americans to protect their culture, traditions, and customs in our projects and activities.



## **Sustainability Requires**

**Respect of Human Rights** We continue to develop our employees, invest in the communities where we operate, and manage our assets and natural resources in a way that respects human rights, improves our long-term sustainability, and enhances the overall prosperity of Domtar and our stakeholders.

## **Policy Implementation and Approval**

Awareness training on our Human Rights policy is provided to employees. This policy has been approved by Domtar's Management Committee and is subject to oversight by the Board of Directors.