



Fiber Sourcing Policy

Paper Excellence (PE), a member of the Domtar family, recognizes and values wood and wood fiber as a renewable raw material for the pulp and paper products we make. We are committed to sourcing wood fiber from sustainable and effectively managed forests, which ensures that forest characteristics and values will be conserved for future generations.

Our corporate management systems and procedures are designed to guide our forest management activities (on lands managed by PE) and fiber sourcing activities (on lands managed by others), consistent with the following commitments:

- We are committed to the Principles and Objectives of the Sustainable Forestry Initiative® (SFI®) Fiber Sourcing Standards.
- We will promote forest management activities that protect biological diversity; forest productivity and health; water quality and quantity; fish habitat; soil productivity; aesthetics and recreation; special sites; species at risk; and forests with exceptional conservation value as defined by SFI.
- We will work to broaden the practice of sustainable forestry on all lands through community involvement, socially responsible practices, and through recognition and respect of Indigenous Peoples' rights and traditional forest-related knowledge.
- We will comply with applicable social laws such as those covering civil rights, equal employment opportunities, gender equality, diversity and inclusion, anti-discrimination, anti-harassment measures, workers' compensation, wages, workers' rights to organize, as well as occupational health and safety.
- We will ensure appropriate training of personnel and contractors regarding the requirements of the SFI Fiber Sourcing Standards.
- We will promote sustainable forestry throughout our supply chain and avoid sourcing from controversial sources.
- Specific to International Labour Organization (ILO) Core Labour Requirements: we will not use child labour; we will eliminate all forms of forced and compulsory labour; we will ensure that there is no discrimination in employment and/ or occupation; and we will respect the right of workers to have freedom of association and the effective right to collective bargaining.

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Chief Forester
Domtar, Pulp and Tissue BU