

INDIGENOUS RELATIONS POLICY

Mosaic Forest Management is committed to recognizing and respecting the rights of Indigenous Peoples.

- Cooperation and mutual respect will be the foundation of Indigenous relations in all our business activities.
- Appropriate systems and sufficient resources will be allocated to maintain and achieve our Indigenous relations objectives, including certification to the Canadian Council for Aboriginal Business' Progressive Aboriginal Relations standard.
- It is our objective to increase representation and opportunities for Indigenous persons in the workplace.
- We will foster Indigenous participation in the forest economy by increasing commercial partnerships with Indigenous groups in our supply chain.
- Through direct engagement and co-investment, we will build positive relations with Indigenous communities, organizations and stakeholders.
- We will work with government and Indigenous representatives to incorporate traditional knowledge into plans and ensure best management practices are used for the protection of cultural values.
- We will establish systems and measures to continually improve the scope and quality of Mosaic's Indigenous relations.
- This Policy applies to all employees, consultants, and contractors working for Mosaic Forest Management.



Jeff Zweig
President and Chief Executive Officer
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