

SUPPLIER CODE OF CONDUCT

In this document, "Cascades" refers to Cascades Inc. and, where applicable, to one or more of its subsidiaries, divisions, and joint ventures.

This Supplier Code of Conduct (the "Code") articulates Cascades' expectations for the conduct of suppliers, agents, subcontractors, and other business partners of Cascades (each, a "Supplier"). Suppliers are expected to understand and act consistent with Cascades' approach to respect for human rights, responsible sourcing, and supply chain due diligence. This Code applies to all suppliers at all tiers within Cascades' supply chains and Cascades expects its direct Suppliers to communicate and enforce these expectations through their own supply chains.

HUMAN TRAFFICKING (FORCED LABOUR)

Cascades strictly prohibits forced labour in all its operations and in those of all its Suppliers. Workers will not be subject to any form of forced, compulsory, bonded, or indentured labour. All work must be voluntary, and workers shall have the freedom to terminate their employment at any time without penalty, upon giving reasonable notice.

HEALTH, SAFETY, AND WELLBEING

Suppliers are expected to comply with the international, regional, and national health and safety standards applicable to their business activities. Employers shall ensure that their workers are provided with safe and hygienic working and living environments in accordance with prevailing industry standards and legal requirements.

HUMANE TREATMENT

The Supplier's workplace shall be free of any form of harassment or inhumane treatment. The use or threat of physical or sexual violence, harassment, wage deductions, denunciation to authorities, and intimidation against a worker is strictly prohibited.

FREEDOM OF MOVEMENT

Workers' freedom of movement shall not be unreasonably restricted. They shall not be physically confined to the workplace or employer-provided or arranged housing; nor will any other coercive means be used to restrict workers' freedom of movement.

CHILD LABOUR

Child labour is strictly prohibited in all its operations and in those of its suppliers. Child labour refers to work by any person under the legal minimum age for employment according to the law of the country or countries where the performance, in whole or in part, of a contract takes place. No worker under the age of 18 may be hired by Supplier for tasks that are hazardous to the development of the child.

WAGES AND BENEFITS

All Suppliers' workers shall be paid at least the minimum wage required by applicable laws for all hours worked, and shall be provided all legally mandated leave, social insurance, and other benefits. Only deductions, advances, and loans authorized by law are permitted.

NO DISCRIMINATION

There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

RETENTION OF PERSONAL DOCUMENTS

Confiscating, destroying, withholding, or otherwise denying workers' access to their identity or immigration documents, including work permits and travel documentation (e.g., passports), is prohibited.

CONTRACTS OF EMPLOYMENT

Written contracts of employment shall be provided by Supplier to workers in a language that they understand, with a copy provided to each worker prior to beginning work.

WORKING HOURS

Workers shall not be required to work more than the number of hours permitted by national law. All overtime shall be purely voluntary unless part of a legally recognized collective bargaining agreement.

FREEDOM OF ASSOCIATION

Workers shall not face retaliation for exercising their right to freely associate or bargain collectively, and employers must have a policy of neutrality towards these efforts.

GRIEVANCE MECHANISMS

An effective, confidential grievance mechanism shall be established and clearly communicated to all workers in a language they understand, ensuring that any worker is able to submit a grievance without suffering any prejudice or retaliation of any kind. The mechanism must include a process for timely investigation and resolution of complaints.

BUSINESS INTEGRITY

Suppliers shall maintain the highest standards of corporate ethics and integrity and shall comply with all applicable federal, provincial, state, and local laws, regulations, and procedures. Any form of corruption, extortion, embezzlement, falsification or fraud is prohibited.

INTELLECTUAL PROPERTY

Unless otherwise agreed to in a written agreement with Cascades, suppliers shall respect intellectual property rights and comply with all applicable legislation pertaining to intellectual property rights.

INSIDER TRADING

Suppliers and their employees shall not use any document or confidential information obtained in the course of their business relationship with Cascades as the basis for a stock market transaction or as a means to help third parties trade a company's stock or securities.

PRIVACY

Unless otherwise agreed to in a written agreement with Cascades, or unless disclosure is authorized or legally mandated (for example by court order), Suppliers shall protect the confidentiality of employee and customer information in compliance with applicable privacy legislation, irrespective of whether the information and data was provided by the employee or customer or was created by the Supplier. Suppliers should consider all non-public information to be confidential.

FAIR BUSINESS AND ADVERTISING

Suppliers shall comply with all applicable legislation relating to fair business practices, anti-trust standards, and lawful advertising.

NO INAPPROPRIATE MEANS OF INFLUENCE

Suppliers shall not offer or solicit any gifts, gratuities, entertainment, payments of cash or loans or any other kind of undue favour or use other inappropriate means of influence to gain competitive advantage.

Our supply chain is at the heart of our efforts to reduce our impact on the planet, and we prioritize working with suppliers who share our values. We seek to work with suppliers who, in addition to committing to respecting all applicable laws and regulations regarding environmental protection, place environmental issues as a priority, and adopt practices aimed at preventing pollution and to preserve resources. We also encourage our suppliers to adopt a proactive approach to major supply chain issues:

GREENHOUSE GAS (GHG) EMISSIONS

Cascades encourages its suppliers to take measures to reduce GHG emissions generated by their operations, products, and services, and to adopt a transparent approach in disclosing their GHG emissions.

SUPPLY CHAIN

Cascades encourages its suppliers to work closely with their own supply chain partners with the aim of also reducing the environmental impact of the goods and services they procure.

CHEMICALS AND HAZARDOUS MATERIALS

Cascades encourages its suppliers to ensure healthy and safe management of chemicals and hazardous waste.

USE OF NATURAL RESOURCES

Cascades encourages its suppliers to follow an eco-design approach in the manufacturing of goods, with the aim of optimizing the use of raw materials, favoring the integration of recycled materials, and reducing the consumption of water and energy. This approach allows suppliers to minimize the environmental footprint of their products.

DISCHARGES AND RESIDUAL MATERIALS

Cascades encourages its suppliers to limit operational discharges in the water and air, and to reduce residual materials, by applying the 4R principle: Reduce, Reuse, Recycle, and Recover.

REPORTING NON-COMPLIANCE WITH THE CODE

Anyone who believes that a Supplier has engaged in or has been asked to engage in illegal, unethical, or otherwise improper conduct, or conducted any other activity in violation of this Supplier Code of Conduct must promptly report such conduct to Cascades. Cascades prohibits any form of retaliation against individuals who make good faith reports of potential violations.

Third-party confidential ethics hotline:



1-877-938-3917
(North America)



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