

Commitment on

Human Rights

Cascades recognizes the importance of protecting and promoting fundamental human rights. It is aware of the role it can play in upholding these rights, both within its facilities and in its supply chain.

The company's commitment to human rights is supported by its **Code of Ethics and Business Conduct, Sustainable Procurement Practice** and human resources policies. Cascades also recognizes the principles of **The Universal Declaration of Human Rights** and the **ILO Declaration on Fundamental Principles and Rights at Work**. Cascades does not under any circumstances tolerate human trafficking, slavery, forced labour, corporal punishment or child labour. The company does not accept discrimination based on race, sex, ethnicity, religious beliefs, sexual orientation or any other grounds prohibited by law.

Requirements for Cascades' business units and employees

Cascades requires all of its business units and employees to uphold the principles of its **Code of Ethics and Business Conduct** and to comply with the laws of the countries in which they operate. Moreover, all business units are located in countries with stringent legislation on human rights and labour matters. The company recognizes its employees' freedom of association and right to collective bargaining and is committed to providing them with a safe and secure workplace.

The Code of Ethics and Business Conduct is communicated or brought to the attention of all employees, and any employee who fails to comply with the provisions of the Code, established policies, standards or procedures is subject to disciplinary action up to and including dismissal.

Commitment from suppliers

Cascades also expects all suppliers to comply with the highest standards in the areas of human rights and business ethics. These considerations are included in Cascades' **Sustainable Procurement Practice**. This practice stipulates that suppliers wishing to do business with Cascades must participate in an assessment of their performance in social and environmental responsibility with a recognized specialized firm. Among other things, this process examines factors related to working conditions and human rights, including adherence to the principles of the **United Nations Global Compact**.

Based on the results of the assessment performed by the specialized firm or a supplier's refusal to certify its compliance, Cascades reserves the right to perform an audit or to contract a third party to conduct such an audit, without notice.

Cascades reserves the right to terminate any business relationship with a supplier that fails to comply with international human rights and labour conventions and refuses to take steps to improve compliance.

Cascades' commitment on human and labour rights is consistent with its values and its socially responsible management approach. The company is aware of the role it is called to play in this area, a role which influences its business practices and decisions.