

# Environment, Health and Safety (EHS)

## Policy

The principles set out in this Environment, Health and Safety Policy (the “Policy”) demonstrate Cascades’ commitment to minimize the environmental footprint of its activities and products, and to provide its organization with safe working conditions to create environments conducive to employee health and well-being.

### Respectful of the environment

The principles set out in this Environment, Health and Safety Policy (the “Policy”) demonstrate Cascades’ commitment to minimize the environmental footprint of its activities and products, and to provide its organization with safe working conditions to create environments conducive to employee health and well-being.

- **Limiting** its operations’ emissions in the water and in the air. It also works to reduce its waste, applying the 3R principle: reduction, reuse, recycle and valorize.
- **Optimizing** its use of resources such as water and energy and promote renewable energies with low environmental impact.
- **Favouring** the use of recycled materials and fibres from certified forests to manufacture its products.
- **Ensuring** the safe and healthy management of its chemicals and hazardous waste.
- **Defining** objectives and measures specific to each of its production sites in order to reduce the environmental impact of its operations and products.

### Employee health, safety and well-being

Because Cascades is deeply concerned about the health, safety and well-being of its employees, it commits to:

- **Making** a major effort to prevent and reduce the risk of incidents by providing its employees with safe and healthy workplaces.
- **Complying** with applicable legal and regulatory requirements, and applying safe work rules and procedures in all its work units.
- **Providing** training, assistance and coaching to all its employees to teach them good practices in terms of health and safety at work and value the mutual assistance and accountability of all.
- **Setting** goals to improve its occupational health and safety performance.
- **Giving** great importance to the well-being of its employees and encouraging them to adopt healthy lifestyles through several incentives.

**IMPLEMENTATION**

Cascades has a range of performance indicators allowing it to monitor progress related to its operations, supply chain, and products, as well as the health and safety of its employees. This Policy is monitored jointly by the Vice Presidents of Corporate Services and Environment. Individuals in these positions ensure that action plans are implemented, performance is monitored and objectives are met.

**DISCLOSURE**

Integrity, transparency and communication are important values on which Cascades' corporate philosophy is based. As a result, it regularly discloses its performance results to its stakeholders, as well as in its annual sustainable development report, and any other related reports such as CDP, SASB and TCFD.

This Policy has been defined as a condition of success in light of environmental and social issues, and is subject to revision based on Cascades' evolution and needs. It is available to all employees and stakeholders.

---

**Mario Nepton**  
Vice-President, Corporate Services

---

**Léon Marineau**  
Vice-President, Environment