

## Western Canada Indigenous Relations Policy

### Acknowledgement

Mercer International Inc. acknowledges that in Western Canada our subsidiaries conduct many operations on the Treaty, Settlement, Traditional and unceded territories and lands of Indigenous peoples.

Indigenous communities are important partners in maintaining sustainable forest management. We respect the diverse histories, languages, cultures and perspectives of such Indigenous peoples and recognize that their presence enriches our vibrant communities.

### Fostering Strong Relationships and Recognition

Mercer commits to pursuing positive and respectful working relationships with Indigenous Nations, Settlements and individuals in all areas of Western Canada that our affiliates carry on operations. We believe the best way to achieve this is through the following principles:

- We recognize the lawful rights of Indigenous peoples and their traditional lands and resources. We will work with Indigenous communities in a manner that recognizes and respects such rights.
- We recognize that Canada and other governments within Canada have recognized the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) within the context of existing Canadian laws and protecting the rights of Indigenous peoples.
- We recognize the close cultural ties that Indigenous peoples have to the land and environment. Our operations are committed to conducting business in an environmentally sustainable manner in accordance with existing regulations and our own policies and procedures.
- We believe it is in the common interest of all stakeholders for companies to work with Indigenous peoples. By doing so, this will encourage the achievement of



benefits resulting from forest operations, including opportunities in training and education, employment, procurement and business support.

- Our operations will provide ongoing leadership and resources to ensure the effective implementation of the above principles.
- Our operations and personnel shall conduct themselves in a manner that reflects this policy.

## **Consultation**

Mercer recognizes the lawful duty of governments in Canada, in many instances, to consult Indigenous communities when making decisions regarding land or natural resource management that may impact Indigenous rights. When companies are required to participate or can play a positive role in such consultations, we are committed to doing so in a forthright and sincere manner.

## **Business Opportunities**

Mercer's operations are committed to engaging and working closely with Indigenous communities to develop processes and opportunities that seek to achieve meaningful participation and mutually beneficial outcomes.

Our operations encourage and promote initiatives and business opportunities for Indigenous peoples and communities through our forest resource and production operations. Our operations will work to evaluate and identify opportunities for Indigenous participation and potentially pursue those opportunities when commercially and economically reasonable.

We believe that through open and ongoing dialogue and engagement mutually-beneficial commercial opportunities may be developed.

## **Education and Employment**

Through our operations in western Canada, we:



- support learning opportunities for Indigenous peoples to be a source of well-trained team members for our operations, as well as the communities within which they reside.
- support strategies and programs that build capacity in Indigenous communities and enhance the ability of Indigenous communities to benefit from these opportunities.
- will provide appropriate cross-cultural training programs focused on removing barriers for Indigenous people entering and succeeding for the long term in the workplace at such operations.

### **Community Investment**

In support of sustainable and vibrant Indigenous communities, Mercer's operations will review and where possible, support projects, programs, and events with a focus on those initiatives that enhance awareness, engagement, business development, environmental stewardship, education and training.

We will continue to collaborate with communities building a lasting legacy upon our shared values of trust and mutual respect.

### **Mercer Board of Directors**

**Effective Date: February 06, 2020**

