

## Purpose & Scope

At Domtar, we strive to put sustainability at the heart of everything we do.

Our mission to produce industry-leading forest products – with a commitment to our employees, customers and communities, and a dedication to sustainability – is to set a standard for industry excellence. Through quality products, transparent practices and strong customer relationships, we aim to be the global leader in the forest products sector.

Our Global Sustainability Policy establishes Domtar and its sister companies' ("the Group") global policy framework for fulfilling this mission. The Policy was adopted by the Group's Management Board, which holds all levels of management and employees responsible for compliance with this Policy within each of their areas of responsibility.

## Strategic Pillars & Principles

Domtar's Global Sustainability Policy framework and related strategy are built on the foundation of the company's values – caring, accountability, collaboration and entrepreneurship – and driven by three strategic pillars guided by the following principles:

- Steward the planet's resources responsibly by striving to reduce the environmental footprint of our every-day operations and setting actionable objectives that positively impact nature and the environment;
- Contribute to the prosperity and quality of life in our operating communities through trusted partnerships, thoughtful engagement and support for the well-being and development of our employees in a safe and inclusive workplace; and
- Uphold ethical and sustainable business practices and engage with our customers, business partners and stakeholders honestly and transparently.

## Governance & Accountability

The overall responsibility for the Group's sustainability strategy and performance resides with the Global Sustainability Steering Committee ("GSSC"), which is delegated this role by the Management Board. The GSSC is an integrated executive-level governance body with representation from the Management Board and senior leadership, including business unit ("BU") leaders.

The GSSC is supported by the Global Sustainability team, which oversees the implementation of the Policy, led by the global chief sustainability officer, who reports to the Management Board.



Domtar operates through three BUs in North America: Paper & Packaging, Pulp & Tissue and Wood Products. The Group also includes Fibre Excellence in France. With the support of the Global Sustainability team, each BU sustainability committee is tasked with implementing the Policy and related strategy at the BU level.

The committees are cross-functional groups of senior managers and subject-matter experts with a mandate that includes, but is not limited to:

- Identifying and assessing sustainability risks and opportunities;
- Tracking, monitoring and reporting sustainability performance; and
- Setting annual and long-term targets to ensure continuous improvement.

The GSSC will review the Policy annually in light of any recommendations that may be made by the Global Sustainability team and BU sustainability committees.

### **Transparency, Disclosure & Engagement**

Domtar is committed to developing its sustainability program transparently in accordance with recognized international standards and frameworks. We share the United Nations' (UN) vision for a more inclusive, peaceful and prosperous future and aim to integrate the UN's [Sustainable Development Goals](#) (SDG) into our sustainability strategy. Our focus on the SDGs helps us fulfill our aspiration to be a more efficient and competitive company, a better employer, a stronger business partner and even more deeply engaged in the communities where we live and work.

Engaging and building productive working relationships with our business partners and stakeholders is at the core of the Group's commitment to sustainability. We engage with them in a variety of ways to better understand their interests, concerns and goals. These efforts help us identify high-impact, high-interest issues called material sustainability impacts that help drive the development of our sustainability strategy.

### **Ethics Reporting**

We expect our employees to maintain the highest level of ethics and integrity in their dealings with customers, suppliers, fellow employees and other stakeholders. As part of this commitment, we have adopted a [Policy and Procedures for the Submission of Whistleblower Complaints](#) that allows employees to report financial or accounting irregularities, as well as any other suspected wrongdoings; to raise ethics or compliance concerns or questions they may have; and to proactively seek guidance on actions with potential ethical implications, including those related to sustainability.

Ethics Reporting Hotline/Helpline (independent and confidential):

- Toll-free 24/7/365: 1-866-323-3653

- Web: <https://secure.ethicspoint.com/domain/media/en/gui/26422/index.html>

## Related Policies

The following policies are directly applicable to all North American BUs:

- [Code of Ethics and Business Conduct](#)

Sustainability-related policies from Domtar companies can be found at the following links:

### *Domtar*

- [Environmental Policy](#)
- [Forest Policy](#)
- [Fiber Use and Sourcing Policy](#)
- [Human Rights Policy](#)
- [Occupational Health and Safety Policy](#)
- [Right and Responsibility to Act Policy](#)
- [Whistleblower Complaints Policy](#)

### *Paper Excellence Canada*

- [Environmental Policy](#)
- [Indigenous Relations Policy](#)

### *Resolute Forest Products*

- [Environment Policy](#)
- [Guidelines for Suppliers](#)
- [Health and Safety Policy Statement](#)
- [Human Rights Policy](#)
- [Indigenous Peoples Policy](#)
- [Indigenous Procurement Policy Guidelines](#)
- [Regional Procurement Policy Guidelines](#)
- [Wood and Fibre Sourcing Policy](#)



*John D. Williams, Non-Executive Chairman, Management Board  
February 27, 2025*