

Resolute Forest Products

Human Rights Policy

Purpose and Vision

At Resolute Forest Products, our purpose is to generate long-term value for the company and our shareholders, and to drive sustainable economic activity in the communities where we operate.

Our vision is to operate a model manufacturing company with a climate-adaptable business model, built with the strongest business values, a commitment to sustainable development, and the calling to serve our people and communities.

Statement

Resolute shares the United Nations' (UN) vision for a more inclusive, peaceful and prosperous future. We recognize the importance of protecting human rights and our purpose and vision are informed by the internationally recognized principles set out in the *International Bill of Human Rights*¹ as well as the International Labour Organization's *Declaration on Fundamental Principles and Rights at Work*. Our commitment to the UN's Sustainable Development Goals (SDGs) positions us to be a more efficient and competitive company, a better employer, a stronger business partner, and even more deeply engaged in the communities in which we live and work. The SDGs are a call for action to promote prosperity while protecting the planet. They recognize that ending poverty goes hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.²

In practice, our commitment to human rights begins with the expectation that all employees adhere strictly to our [Code of Business Conduct](#). Our human rights policy focuses on the four following key areas:

Our Employees

Resolute recognizes the fundamental right of every individual to freedom and dignity.

It is our policy to maintain a professional work environment for all employees and partners, free of any form of violence, harassment, whether sexual or psychological, and discrimination. Workplace violence, threats of workplace violence, and conduct leading to an offensive or hostile work environment will not be tolerated.

Using the most stringent applicable local laws and regulations as the baseline uniformly across our operations, Resolute rejects all forms of discrimination based on race, color, religion, national origin and citizenship, disability or handicap and the means to overcome it, sex, gender identity or expression, sexual orientation, pregnancy, civil status, age, military or veteran status, genetic information and any other basis prohibited by law.

We are committed to providing equal employment opportunity to all qualified persons.

Resolute recognizes the right to association and collective bargaining, as well as the right to safe working conditions. We condemn all forms of forced labor, slavery and child labor.

Communities

Resolute strives to be a trusted partner to its host communities, as well as to the Indigenous communities in the regions where it operates. Our success supports community economic growth and prosperity, social well-being and advancement, as well as shared environmental benefit.

Resolute recognizes and respects the cultural and social significance of the land and forests, and that these resources are critical to the future prosperity and economic sustainability of its operating

¹ The *International Bill of Human Rights* includes the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights* and the *International Covenant on Economic, Social and Cultural Rights*.

² Please see our [UN SDG commitments](#) for additional information.

communities. We are committed to being good stewards of the forest resources in our care and have adopted a [Wood and Fiber Sourcing Policy](#) to ensure our wood sourcing operations are conducted in a responsible and sustainable manner. We promote globally responsible and sustainable forest management practices and, as such, advocate for an inclusive approach to forest management, fiber sourcing and chain of custody certification through the acknowledgement of a variety of globally recognized standards.

Our [Indigenous Peoples Policy](#) outlines our commitment to building strong relationships, creating shared economic prosperity and respecting the constitutional, legal and treaty rights of Indigenous Peoples, engaging and supporting consultation with Indigenous communities on decisions that affect them.

Our Products and Operations

We recognize that the long-term future of our company and the communities where we operate depends on the sustainability of the products we manufacture and the performance of our operations. We strive to produce and market products that meet internationally recognized third-party certification requirements, including standards rooted in human rights, biodiversity, preservation and collaboration with stakeholders. Leveraging modern practices, we steward renewable, sustainable, fossil-free resources; seek resource maximization and waste minimization through integration and innovation; and play an important role in fighting climate change.

Our Supply Chain

Resolute recognizes the critical importance of sound supply and value chain management in achieving its commitment to human rights and sustainable development. Resolute expects its suppliers to recognize and share the values the company promotes throughout their own supply chains, so that all links in the chain are free of practices contrary to individual freedom and dignity.

Resolute strives to ensure that its products and manufacturing processes are free of illegally acquired materials, materials acquired through forced labor, slavery or child labor, and materials that do not comply with applicable environmental standards.

Resolute also promotes an open and transparent procurement process, based on expertise and competitiveness, as well as equal opportunity for all suppliers to play a role in its supply chain. To this end, we developed [Guidelines for Suppliers](#), [Indigenous Procurement Policy Guidelines](#) and a [Regional Supplier Registry](#) across all operations to support the development of local, regional and Indigenous business in our operating communities.

Ethical Standards and Ethics Reporting Policy

Resolute expects its employees to uphold the highest standards of ethics and integrity in their professional interactions with customers, suppliers, co-workers, shareholders and other stakeholders. As part of this commitment, our [Ethics Reporting Policy](#) encourages and requires executives, management employees and all other employees to report suspected misconduct or wrongdoing, raise other ethical or compliance concerns or questions, and proactively seek guidance on actions that may have ethical implications. An independent ethics reporting service with an anonymous hotline is in place to encourage and facilitate raising concerns or reporting ethical concerns.

Oversight

The board of directors of Resolute is responsible for approving this policy and any changes thereto. Senior management oversees the implementation of the human rights policy.