

We work proactively to build long-term, successful, and mutually beneficial relationships with Indigenous Peoples where our operational areas are within their lands and territories.

We acknowledge:

- the importance of forest lands to the social, economic, environmental, and cultural well-being of Indigenous Peoples;
- that Indigenous Peoples are stewards of their lands and are responsible for maintaining the cultural, ecological, and environmental values of their territories for future generations;
- the legal and constitutionally recognized rights, including title and self-government rights, of Indigenous Peoples as set out in:
 - the United Nations Declaration on the Rights of Indigenous Peoples,
 - federal, provincial, and state laws and regulations, and
 - treaties, or other agreements among governments and Indigenous Peoples;
- the Calls to Action of Canada's Truth and Reconciliation Commission and seek opportunities to take action on those that are applicable to our business.

We are committed to:

- building positive and mutually beneficial relationships with Indigenous peoples;
- using available resources and information to identify the Indigenous Peoples whose rights may be affected by Interfor's forest management activities;
- engaging in inclusive consultation and seeking to achieve the free, prior, and informed consent of Indigenous peoples where our operational areas are within their lands and territories;
- engaging in early and ongoing dialogue regarding Interfor's forest management activities and responding to Indigenous Peoples' inquiries and concerns;
- working with Indigenous Peoples to identify and protect sites and values of spiritual, historical, and ongoing cultural importance;
- developing business relationships with Indigenous-owned businesses;
- supporting education, training and capacity building for Indigenous Peoples and promoting the hiring of Indigenous Peoples in our operations;
- providing cultural awareness training to our Canadian staff and supporting their participation in Indigenous cultural events; and
- encouraging our partners, vendors, suppliers, haulers, and other service providers, to respect the rights of Indigenous Peoples, including through building proactive and mutually beneficial relationships, inclusive consultation and seeking to achieve the free, prior, and informed consent of those communities.

Any concerns related to our commitments under this Policy can be reported using our confidential whistleblower hotline ("**Hotline**") (1-844-449-9988 toll free from North America, or +1-604-681-2175 worldwide) or email address (whistleblower@interfor.com).

END OF POLICY