

Indigenous Relations Policy

Mosaic Forest Management is committed to recognizing and respecting the rights of Indigenous Peoples.

- Cooperation and mutual respect will be the foundation of Indigenous relations in all our business activities.
- Leadership will take action to ensure appropriate systems and sufficient resources will be allocated to achieve our Indigenous relations objectives, including certification to the Canadian Council for Aboriginal Business' Progressive Aboriginal Relations standard which has provisions for identification of Indigenous Peoples whose rights may be affected by our forest management activities.
- Mosaic will consider established frameworks for legal, customary and traditional rights (e.g., section 35 of the Constitution Act, 1982, United Nations Declaration on the Rights of Indigenous Peoples, Declaration of the Rights of Indigenous Peoples Act, treaties and other agreements).
- It is our objective to increase representation and employment opportunities for Indigenous Peoples in the workplace.
- We will foster Indigenous participation in the forest economy and support business development opportunities by increasing commercial partnerships with Indigenous groups in our supply chain.
- Through direct engagement and co-investment, we will build positive relations with Indigenous communities, organizations and stakeholders.
- We will work with government and Indigenous representatives to incorporate traditional knowledge into plans and ensure best management practices are used for the protection of cultural values.
- We will establish systems and measures to continually improve the scope and quality of Mosaic's Indigenous relations, including training programs for personnel related to the commitments outlined within this policy and the Sustainable Forestry Initiative Forest Management Standard.
- This Policy applies to all employees, consultants, and contractors working for Mosaic Forest Management.



Rob Gough
President & CEO
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