



BUSINESS MANAGEMENT POLICY

Our focus on excellence in performance has resulted in us being a leader in:

- delivering outstanding pulp and paper products;
- safety management for our employees;
- work place productivity; and
- environmental stewardship.

We will:

- **COMPLY** with all applicable legal and other requirements;
- **PREVENT** pollution and injuries;
- **IMPROVE** our performance on a continual basis;
- Consider safety, social, economic, product quality, and environmental factors when setting goals and objectives; and
- Communicate our results to our employees, owners, customers and community.

A handwritten signature in cursive script, appearing to read "M. J. Palmiere", is positioned above a horizontal line.

M. J. (Mac) Palmiere
President & CEO