

# Sustainability

## Policy

The principles set out in this document demonstrate Cascades' commitment to making sustainability an integral part of its business strategy. This Cascades Sustainability Policy (the "Policy") reflects Cascades' commitment to environmental, social, economic and governance issues that are relevant to Cascades based on its industry, size and multiple locations, as well as issues identified as material by its stakeholders. Furthermore, the directions proposed by this Policy are in line with the United Nations Sustainable Development Goals.

### Scope

This Sustainability Policy applies to all subsidiaries, plants and entities of Cascades, located in North America, under Cascades' operational control and consolidated in Cascades' financial statements.

### Direction

This Policy's directions cover all the pillars of sustainability, including the environment, and social, economic and governance factors.

### 01 - Environment

Cascades is committed to complying with all rules and legal requirements regarding environmental practices. A pioneer in the industry, Cascades promotes a culture of respect for the planet among all its stakeholders including employees, subcontractors, customers, suppliers, partners and the public. In addition, Cascades defines specific objectives and measures for each of its production sites, in order to reduce the total environmental impact of its operations and products.

### More specifically, Cascades undertakes to:

- **Reduce its greenhouse gas emissions**  
Contributing to global efforts to fight climate change by aligning its targets for reducing scope 1, 2 and 3 GHG emissions based on a global warming scenario well below 2°C (ETP B2DS scenario).
- **Reduce the energy consumption of its plants and increase the share of renewable energy in its supply**  
Optimizing energy consumption and favouring renewable energies with a low environmental impact.
- **Reduce its water footprint**  
Optimizing water consumption and making efforts to reduce effluents from its production plants.
- **Ensure responsible management of chemicals and hazardous waste**  
Using safe and healthy management practices for hazardous chemicals and wastes.
- **Reduce its residual materials and encourage recycled raw materials**  
Making efforts to reduce residual materials and apply 4R principles: reduce at source, reuse, recycle and recover. Favouring the use of recycled materials in the manufacture of its products.

## 02 - Social

Cascades undertakes to comply with all rules and legal requirements relating to human and labour rights. Cascades ensures safe working conditions and creates environments conducive to the health and well-being of its staff and the communities in which it operates.

**More specifically, Cascades undertakes to:**

- **Recognize human rights in the countries in which it operates**  
For more details, see the Commitment on Human Rights.
- **Provide a safe work environment and foster the health and well-being of its employees**  
Complying with applicable legal and regulatory requirements, and applying safe work measures and procedures in all its plants and units. For more details, see the [Environment, Health and Safety \(EHS\) Policy](#).
- **Foster a fair, diverse and inclusive work environment**  
Creating a fair, diverse and inclusive work environment that allows the growth and well-being of all regardless of identity status or membership group.
- **Foster community involvement by its employees**  
Encouraging its employees' involvement in their community, investing in causes that are important to them and participating in volunteer activities.

## 03 - Economic

Cascades undertakes to comply with all rules and legal requirements.

**More specifically, Cascades undertakes to:**

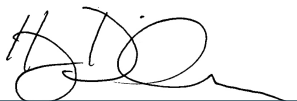
- **Source materials from responsible suppliers and ensure that virgin fibre and paper inputs are certified**  
Securing supplies from suppliers deemed responsible following an evaluation of their business practices by a third party. Depending on the characteristics required for certain products, the use of virgin fibres and papers is sometimes unavoidable. In such cases, Cascades will make sure to source from suppliers whose forest management standards are endorsed by the Forest Stewardship Council® (FSC), or any other equivalent certificate. For more details, see the Sustainable Procurement Practice.
- **Market eco-designed solutions**  
Working with employees, customers and supply chain partners to develop packaging solutions that are recyclable, compostable or reusable. Cascades has adopted guiding principles for developing new products in order to minimize their environmental impacts. For more information, consult the guide Ecodesign Principles: Cascades' hygiene and packaging solutions.
- **Invest in causes and organizations that have a positive social or environmental impact**  
Supporting environmental and social causes and contributing to the development of communities through donations and sponsorships.

## 04 - Governance

Cascades is committed to acting with transparency and integrity towards its various stakeholders and society. Its governance structure encourages ethical actions, effective decision making and appropriate monitoring of its compliance.

**More specifically, Cascades undertakes to:**

- **Integrate sustainability into its strategy and business decisions**  
Integrating sustainability as one of the pillars of its value proposition and in corporate priorities as defined in the strategic plan. For more details, see the current Strategic Plan.
- **Make ethics an ongoing concern in all its activities, operations, decision-making process and in its relationships with all stakeholders**  
Integrating transparency and accountability at all levels of its organization through a comprehensive code of ethics. For more details, see the Code of Ethics and Business Conduct.
- **Integrate sustainability at all levels of the company and encourage all employees to commit to sustainability**  
Educating and training employees on sustainability issues and encouraging individual and collective actions that help accomplish its activities, while respecting the well-being of people, communities and the planet. For more details, see the current Sustainability Action Plan.



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Vice-President, Communications,  
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## IMPLEMENTATION

Cascades has quantitative performance indicators that track the progress of its commitments. Each of these indicators is monitored on a regular basis and performance is tracked using an internal computerized dashboard. The Sustainability Policy is overseen by the Vice-President, Communications, Public Affairs and Sustainability. The incumbent ensures that action plans are implemented, performance is monitored and goals are met. For more details, see the current Sustainability Action Plan.

## DISCLOSURE

Integrity, transparency and communication are important values on which Cascades' corporate philosophy is based. As a result, it regularly discloses its performance results to its stakeholders, as well as in its annual sustainability report, and in other related reports such as CDP, SASB and TCFD.

This Policy has been defined as a condition of success in light of environmental and social issues, and is subject to revision based on Cascades' evolution and needs. It is available to all employees and stakeholders.