

## HUMAN RIGHTS POLICY

Mercer International Inc. ("**Mercer**") is committed to protecting and striving to advance human rights across our operations. Our commitment to human rights is expressed in the United Nations Guiding Principles on Business and Human Rights. Mercer seeks to lead by example in promoting respect for and advancing human rights. Our values respect universal human rights such as:

- freedom of thought, opinion, expression and religion; and
- freedom from any discrimination based on a person's age, race, colour, creed, religion, disability, marital status, sex, sexual orientation, national origin or other legally protected status, as required by law.

Our respect for human rights includes our long-standing policy to offer fair and equal employment opportunity to every person based on such values.


We strive to provide a work environment that is free from intimidation and harassment, including prohibitions of the same based on such characteristics or otherwise. We believe we can promote respect for human rights by example of our actions and promotion of our values. This belief also ensures the protection of women's rights

Our Code of Business Conduct and Ethics provides a framework and expectations for how we conduct our business including our approach to human rights. Further, we respect the principles set out in the United Nations Global Compact, Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises as well as the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

We do not tolerate child labour, forced labour, slavery and human trafficking. We maintain internal accountability standards and procedures for employees and contractors failing to meet company standards regarding child labour, forced labour, slavery and trafficking. Specific training for this key element is provided for the appropriate employees.

We recognize lawful employee rights of free association and collective bargaining. We comply with the employment laws of all countries in which we operate and expect those with whom we do business to do so also.

We are also committed to providing a safe and healthy work environment. This means that we conduct our business in compliance with applicable health and safety regulations and laws, and our own Mercer standards, which are often more stringent. To further support our commitment, we have implemented a "Road to Zero" zero workplace incidents program. It is our CEO-led framework of evolving initiatives, tools, policies, and actions that give our team members the skills and support they need to eliminate workplace incidents.



We are also committed to fully respecting and protecting human rights in all of our business and community relationships. We encourage our partners to constantly improve their human rights performance, as respect for human rights is a core element in our sustainability design.

We continuously strive to improve our own understanding and protection of human rights and to transparently report thereon. We try to use our influence, along with other relevant stakeholders, to ensure that adverse human rights impacts linked to our activities, products, and/or services are prevented or promptly remedied.

We are committed to pursuing positive and respectful working relationships with Indigenous Nations, Settlements, and Peoples in the areas of Western Canada that our affiliates carry on operations. Indigenous communities are important partners in maintaining sustainable forest management. We respect the diverse histories, languages, cultures and perspectives of such Indigenous peoples and recognize that their presence enriches our vibrant communities

Our people at Mercer will work to ensure that our suppliers respect human rights and act in accordance with our policies regarding human rights. They will do this by monitoring performance and assisting our suppliers to comply with our standards, and taking such other measures as may responsibly be available. Where necessary and warranted, in the case of continued non-compliance, such measures can result in terminating the business relationship.

Our employees are required to comply with our Human Rights Policy. To enhance awareness and support of our employees we provide policy implementation and awareness training.

This Policy is subject to oversight by the Mercer Board of Directors.