

# OUR VALUES

We are open and honest and treat one another with respect.  
We believe that by working together we can create an injury-free workplace.  
We believe that success is predicated on having an engaged and involved workforce.  
We believe we are all responsible for the overall success of the organization.  
We believe that diversification of our business is essential to our future success.  
We support innovation, continual improvement, and calculated risk taking.  
We support one another to get the job done.  
We work as a team.  
We support saying what is on our mind.  
We provide opportunities for growth, meaningful work, and employ ethical business practices.  
We have clearly defined roles and responsibilities and hold each other and ourselves accountable.  
We have leaders that are visible, make time for their people, and use good judgment.  
We are flexible, adaptable, accepting of change, and we all have the power to influence it.

# OUR QUALITY

Peace River Pulp Division's Quality Management System supports our overall mission to be a leader in Pulp and Bio-Products Manufacturing through the production of premium quality pulp.

Our primary objective is to determine, communicate, and meet our customers' requirements through the on-time delivery of pulp that consistently meets their specifications.

All Team Members have the mandate to fully support the Quality Management System and improvement of our product quality and customer satisfaction.

# OUR HEALTH & SAFETY

Peace River Pulp Division's Health and Safety Program supports our overall mission to be a leader in Pulp and Bio-Products Manufacturing by being an injury-free workplace.

It is clear that in order to achieve this goal the health and safety of all individuals must not, under any circumstances, be compromised. We believe that Management bears the responsibility for providing a healthy and safe work environment, as well as implementing an effective health and safety program that complies with all legislative regulations.

All individuals are responsible for understanding and utilizing safety processes and actively participating to continuously improve upon them.

Collectively, we are responsible not only for our own health and safety, but that of others our people work with.

We believe working in a manner that promotes and ensures the health and safety of our people must be a way of life.

# OUR ENVIRONMENT

Peace River Pulp Division's Environmental Management System supports our overall mission to be a leader in Pulp and Bio-Products Manufacturing by:

- protecting the quality of our air, water, and land resources by complying with all applicable regulatory and other standards to which we have voluntarily subscribed.
- practicing sustainable forest management to maintain the ecological integrity of the public forests entrusted to our care.
- committing to pollution prevention and waste minimization.
- continually improving our environmental performance through rigorous evaluations and the establishment of meaningful environmental goals.
- being open and responsive to the environmental concerns of the stakeholders and to the communities in which we live and work.

*H. Shimada* Executive Vice President  
Hiroataka Shimada

Mill Manager  
Bill Downing

*Bill Downing*