



NEW LEAF PAPER®

SOCIAL RESPONSIBILITY POLICY

New Leaf Paper Inc. recognizes that it must integrate its business values and operations in a manner that meets or exceeds the expectations of our stakeholders which include our customers, employees, shareholders, suppliers, community and the environment.

We are committed to upholding the FLA (Fair Labor Association) Workplace Code of Conduct and the ETI (Ethical Trading Initiative) Base Code.

New Leaf Paper will:

- Conduct business in a socially responsible and ethical manner.
- Protect the environment by being authentic to our mission.
- Support human rights, which includes promoting diversity in a harassment free workplace.
- Respect and support the communities in which we work.

The Co-Presidents are responsible for the oversight of this policy and will make the necessary resources available to realize our corporate responsibility goals. The participation of all employees is essential to achieving the highest level of performance.

Our corporate social responsibility focus:

- Ensure a high level of business performance while minimizing and effectively managing risk to ensure that we uphold the following values; honesty, partnership and fairness in our relationships with all of our stakeholders.
- Encourage our suppliers and contractors to adopt and maintain accountability for responsible business practices.
- Record and resolve customer complaints in accordance with our standards of service.
- Support and encourage our employees to engage with local community organizations and activities in our region.
- Adhere to the principles of our Equal Opportunity /Affirmative Action policy.
- Provide a clean, healthy and safe work environment.
- Adhere to Environmental policies and objectives.