

Missinaibi Forest Management Inc. (MFMI)

8.2.2 Monitoring Results Public Summary

Last revised Oct 3rd, 2023

Intent: As per the FSC National Forest Stewardship Standard of Canada, Criterion 8.4, "the *Organization** shall make *publicly available** a summary of the results of monitoring free of charge, excluding confidential information". This document provides a publicly available summary of monitoring results covered in Indicator 8.2.2, for the social and economic aspects of *management activities**. This document is an accompanying document to the FSC Monitoring Plan developed for principle eight which details the systems in place for monitoring the impacts of *Management activities**.

8.2.2 Results:

1. Illegal or unauthorized activities by *The Organization (Criterion 1.4);**

Results: The Annual Report table AR-6 details the Forest Operations Inspection Program (FOIP) results. The FOIP program monitoring unauthorized activity, including forest operations, on the Management Unit. These results are publicly available at https://nrip.mnr.gov.on.ca/s/fmp-online?language=en_US

2. Resolution of *disputes (Criteria 1.6, 2.6, 4.6, 7.6);**

Results: There are currently no open disputes related to Forest Management and have been no disputes under the MFMI's Dispute Resolution Process (1.6, 2.6, 4.6). Results of any FMP planning disputes are available publicly in the FMPs Sup Docs – Public Consultation Summary at https://nrip.mnr.gov.on.ca/s/fmp-online?language=en_US

3. Sexual harassment and gender discrimination (Criterion 2.2);

Results: MFMI's Workplace Violence and Harassment Policy describes MFMI's commitment to a maintain a working environment where individuals are free from violence, harassment or intimidation. MFMI adheres to the Ontario Human Rights Code in that all Directors have the right to freedom from harassment because of sex, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, age, record of offences, marital status, family status, disability, sexual orientation, or gender identification. Harassment will not be tolerated.

MFMI supports ongoing efforts to increase the proportion of Indigenous peoples and women in the forest industry. MFMI's board of directors includes a total of 10 directors, including four Indigenous directors, 2 of which are women and 2 non-indigenous directors that are women including MFMI's current board President.

MFMI's Forest Resource License (FRL) holders adhere to their own corporate policies addressing sexual harassment and gender discrimination. A summary of each FRL holder's corporate policy direction is outlined below.

Columbia Forest Products (CFP):

Columbia Forest Products (CFP) Prohibition of Harassment and discrimination policy states that all employees are able to work in a setting free from all forms of discrimination, including harassment and the Company endeavours to prevent all forms of discrimination, including harassment.

For purposes of this policy, the workplace is any place where CFP's business is conducted and includes but is not limited to, all of its premises, all employer-sponsored functions on its premises or off-site, whether recreational, social or work-related, and all off-site meetings and business travel. The policy goes on to state that workplace harassment will not be tolerated from any person in the workplace including but not limited to clients, other employers, subcontractors, managers, supervisors, workers (full time, part-time and student workers) as well as members of the public.

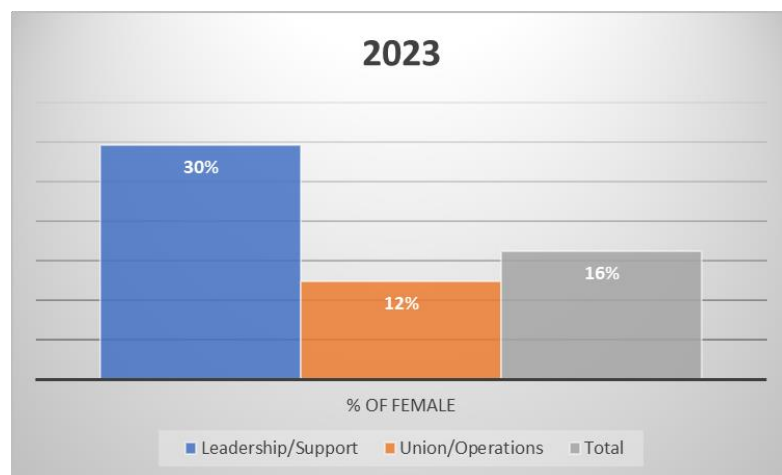
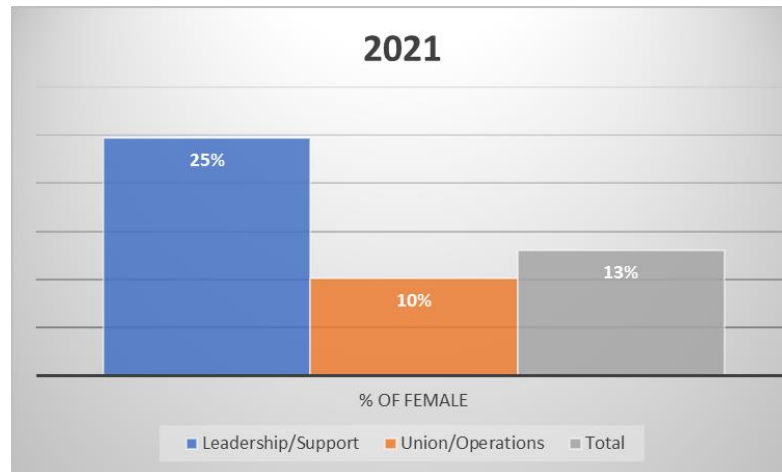
GreenFirst Forest Products (GFFP):

GreenFirst Forest Products' Respectful Workplace Policy (GF-EHS-2) describes GFFP's commitment to providing a safe and respectful workplace that promotes equality and is free from all forms of violence, harassment, discrimination, disrespectful behaviour and reprisal. GFFP provides employees with appropriate training and information regarding the Company's violence, harassment, discrimination and disrespectful behaviour and retaliation prevention practices and procedures. GFFP provides its employees with access to an independent third-party provider, ConfidenceLine Workplace Ethics Hotline, to maintain confidentiality and security of anonymity without fear of personal or professional reprisal.

GFFP's Inclusion, Diversity, Equity & Access (IDEA) Policy (GF-RH-HR-19) describes GFFP's dedication to promoting diversity, equity, inclusion, and access in the workplace. This policy is based on best practices from the Canadian Commission for UNESCO (i.e., ToolkitIDEA, 2021/09) and the Ontario Human Rights Commission (i.e., Count Me In, 2009/11).

GFFP supports ongoing efforts to increase the proportion of women in the forest industry. GFFP was proud to have been a sponsor of the 2022 and 2023 *Women in Forestry* virtual summits.

The following data illustrates the gender diversity of GreenFirst's direct workforce, inclusive of employment types, for the years 2021 and 2023:



Hornepayne Lumber Limited (HPL):

Hornepayne Lumber Limited’s (HPL) Human Rights Policy (Policy #3.1) states that HPL respects the dignity, rights and aspirations of each employee. Therefore, HPL is committed to provide a work environment free from discrimination and harassment. HPL embraces the principles of federal, state/provincial and local/municipal human rights and civil rights legislation that prohibits discrimination and harassment based on any of the following grounds: race, ancestry, colour, creed, ethnic or national origin, place of origin, citizenship, political convictions, sex, sexual orientation, civil status, veteran status, marital status, religion, age, language, social condition, record of offences or physical or mental disability.

Each and every HPL employee has a responsibility for maintaining and promoting acceptable standards of behavior in order to ensure that all have the opportunity to conduct their work in an environment free from discrimination and harassment.

4. Occupational health and safety (Criterion 2.3);

Each of MFMI's FRL holders maintain their own health and safety (H&S) programs on the Missinaibi Forest and track their H&S stats as noted below;

Results: Columbia Forest Products (CFP) Corporate safety Incidence rate (OSHA) for 2023 YTD is 2.9 versus a target of 3.0. CFP Woodlands operations on the Missinaibi Forest had zero incidents on the forest in 2022 and 1.0 incident in 2023 YTD.

Results: GreenFirst's Corporate Recordable Incident Rate (RIR) is 2.00 for 2022, including an achievement of 0.0 for the NOE operating on the Missinaibi Forest. This achievement meets the Corporate target of a <3.0 RIR for the 2022 year. GreenFirst's NOE (Missinaibi Forest) RIR for the first half of 2023 is 0.0 with no recordable incidents.

Results: Hornepayne Lumber Limited Partnership (HPL) woodlands operations on the Missinaibi Forest had zero incidents on the forest in 2022 and zero incidents in 2023 YTD.

5. Timely payment of wages *The Organization is responsible for or that is within *The Organization's* sphere of influence** (Criterion 2.4);**

Each of MFMI's FRL holders maintain their own compensation system that ensures their workers receive fair and equitable remuneration as described below;

Results: Columbia Forest Products Ltd. (CFP) staff receive competitive compensation (wages and benefits) based on regular reviews of comparative industry compensation rates. Hourly employees receive wages and benefits based on orderly and legal collective bargaining in respect to hours, wages, working and living conditions to ensure to the extent possible, the safety and physical welfare of the employees, economy of operation, quantity and quality of output, and protection of property. Employees are paid on a bi-weekly basis.

The company provides a benefits package that includes.

- travel time payments
- medical (short-term & long-term plans)
- Denta
- life insurance
- Employee & Family Assistance Program
- Vacation, Statutory and Floating Holiday Entitlements
- Extended Health Benefits

Results: GreenFirst Forest Products is committed to a compensation system that ensures all employees receive fair and equitable remuneration, enabling GreenFirst to recruit and retain qualified employees.

GreenFirst's Pay Administration Policy (GF-HR-12) outlines how and when employees are paid and when changes in pay will occur, ensuring employees receive remuneration on a regular basis in accordance with the Employment Standard's Act (Ontario) 2000. Salaried employees are paid on the fifteenth (15th) and thirtieth (30th) of each month. Hourly employees are paid bi-weekly pursuant to the Hourly Payroll Schedule. GreenFirst reviews rates of pay annually, having regard to the performance of the individual, competitive pay levels, significant change to an employee's position and general economic conditions affecting GreenFirst's business.

Our compensation system includes the following elements:

- Competitive Compensation
- STIP (Short-Term Incentive Plan)
- Retirement Benefits
- Employee Assistance Program
- Vacation, Statutory and Floating Holiday Entitlement
- Extended Health Benefits
- Opportunities for personal and professional growth

Results: Hornepayne Lumber Limited Partnership (HPL) employees are paid on a bi-weekly basis and receive competitive compensation (wages and benefits) based on regular reviews of comparative industry compensation rates. Hourly employees receive wages and benefits based on orderly and legal collective bargaining processes.

6. Health of *workers related to exposure to *pesticides** or *fertilizers** (Criterion 2.5 and indicator 10.7.7);**

As part of GreenFirst Forest Products (GFFP) Service Provider agreement with MFMI, GFFP is responsible for implementing the renewal program on the Missinaibi Forest which includes the application of herbicides for controlling competing vegetation in conifer plantation areas.

Results: GFFP's Internal Management System (IMS) tracks health and safety incidents and follow up actions required. To-date, there are no known cases of exposure related to pesticides (i.e., herbicides) and GreenFirst does not use fertilizers on the forest.

7. Full implementation of the terms in *binding agreements (Criterion 3.3);**

Results: All agreements are being fully implemented. There are currently no open disputes under the MFMI's Dispute Resolution Process (1.6, 2.6, 4.6).

8. *Protection of sites of special cultural, economic, religious or spiritual significance to *Indigenous Peoples** and *local communities** (Criteria 3.5 and 4.7);**

Results: The Annual Report table AR-6 details Forest Operations Inspection Program (FOIP) results which include the application of Area of Concern (AOC) prescriptions designed to protect significant sites

for Indigenous Peoples and local communities. These results are publicly available at https://nrip.mnr.gov.on.ca/s/fmp-online?language=en_US

9. Actual annual harvests compared to projected annual harvests of timber and *non-timber forest products (Criterion 5.2);**

Results: The Annual Report text details actual annual harvest versus projected annual harvest. These results are publicly available at https://nrip.mnr.gov.on.ca/s/fmp-online?language=en_US

10. *Economic Viability of *The Organization** (as required by indicator 5.5.1)**

MFMI's economic viability is dependent on the management fees paid by its FRL holders as per the conditions outlined in MFMI's Shareholder Agreement. The economic viability of each of MFMI's FRL holders is described below;

Results: Columbia Forest Products is a privately held company, with headquarters in Greensboro, North Carolina. It is one of the largest employee owned (ESOP) companies in North America. The company is economically viable with multiple manufacturing locations, including 3 facilities in Ontario: Hearst (plywood plant), Rutherglen (veneer plant) and Kitchener (plywood plant). The company has been in business for 60 years and has been receiving wood from Ontario forests since 1961, including the Missinaibi Forest and its predecessor forests. Significant investment has been made in the Ontario mills over the past 10 years in excess of \$20M in capital expenditures and expansion.

Results: GreenFirst is a publicly traded company with information on company earnings available on the company's website's investor links at <https://greenfirst.ca/investors/market-information/>

Results: Hornepayne Lumber Limited Partnership (HPL) is a private corporation that operates a random length sawmill in Northwestern Ontario. Originally the Olav Haavaldsrud Timber Company, the mill, located in Hornepayne, Ontario, is known for its quality lumber. In the summer of 2016, the mill was purchased by a number of private investors including Frank Dottori, well-known for founding forestry industry giant Tembec. Hornepayne Lumber's owners now also include the Missanabie Cree, the Chapeau Cree, and the Netamisakomik Anishinabek (Pic Moberg) First Nations. Wood from HPL's license on the Missinaibi Forest is also directed to its sister sawmill White River Forest Products (WRF) located in White River Ontario which is also privately owned and is the result of a community-based venture between the Netamisakomik Anishinabek (Pic Moberg First Nation), the White River EDC.