



Aboriginal Policy

EACOM Timber Corporation is committed to recognizing and respecting the rights and traditional knowledge of Aboriginal peoples, particularly those peoples within whose traditional territories it operates.

EACOM understands the importance of forests to the social, economic, environmental and cultural wellbeing of Aboriginal peoples.

EACOM is committed to the sharing of economic opportunities through the active involvement of Aboriginal peoples in the daily business of harvesting, processing and regenerating forests.

Specifically, EACOM will:

- Recognize and respect the Aboriginal and Treaty rights of Aboriginal peoples
- Understand and respect traditional forest-related knowledge
- Protect known spiritually, historically or culturally important sites
- Address the use of non-timber forest products of value to Aboriginal peoples where EACOM has forest management responsibility
- Respond promptly to Aboriginal peoples' inquiries and concerns
- Seek to develop business relationships with local Aboriginal communities and entrepreneurs
- Promote the hiring of qualified Aboriginal employees within company operations and encourage such hiring by contractors to EACOM
- Support education and training of Aboriginal peoples in order to qualify for employment

June 2016

A handwritten signature in black ink, appearing to read "Jeff Webber".

Jeff Webber

Executive Vice-President and Chief Operating Officer

