

Decisive Action in Changing Times – 2008 Sustainability Report

Index of Core GRI Indicators

All section and page references are to Catalyst’s 2008 sustainability report unless otherwise noted. Where an indicator is not specifically addressed in the sustainability report, but is reported on elsewhere, references are provided to either the “AR” (Catalyst’s 2008 annual report) or to the “Web” (www.catalystpaper.com). “NR” indicates that an indicator is not reported on.

Indicator	Description	Section	Page(s)
<i>Strategy and Analysis</i>			
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	President’s message	2-3
1.2	Description of key impacts, risks and opportunities.	Throughout	Throughout
<i>Organizational Profile</i>			
2.1	Name of the organization.	Profile	Inside front cover
2.2	Primary brands, products and/or services.	AR: Overview of the business	AR 8-10
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries and joint ventures.	Our process	Foldout – right
2.4	Location of organization’s headquarters.	Profile	Inside front cover
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Profile	Inside front cover

Indicator	Description	Section	Page(s)
2.6	Nature of ownership and legal form.	Corporate information	AR 115
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	AR: Overview of the business	AR 8-10
2.8	Scale of the reporting organization, including number of employees, net sales, total capitalization and quantity of products or services provided.	Key performance statistics	4
		AR: Highlights	3
2.9	Significant changes during the reporting period regarding size, structure or ownership.	AR: President's message	2-3
2.10	Awards received in the reporting period.	Rewards and recognition	Foldout – left

Report Profile

3.1	Reporting period for information provided.	About this report	Inside front cover
3.2	Date of most recent previous report.	Web: Social responsibility → Reports	www.catalystpaper.com/socialresponsibility/socialresponsibility_reports_annualreport.xml
3.3	Reporting cycle.	Web: Social responsibility → Reports	www.catalystpaper.com/socialresponsibility/socialresponsibility_reports_annualreport.xml
3.4	Contact point for questions regarding the report or its contents.	President's message	3

Report Scope and Boundary

3.5	Process for defining report content, including determining materiality, prioritizing topics within the report and identifying stakeholders the organization expects to use the report.	About this report	Inside front cover
3.6	Boundary of the report.	About this report	Inside front cover
3.7	State any specific limitations on the scope or boundary of the report.	About this report	Inside front cover

3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	About this report	Inside front cover
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	NR	NR
3.10	Explanation of the effect of any re-statements of information provided in earlier reports and the reasons for such restatement.	Throughout (graphs/tables)	Throughout (graphs/tables)
3.11	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report.	About this report	Inside front cover

GRI Content Index

3.12	Table identifying the location of the standard disclosures in the report.	UN Global Compact/ GRI indicators index ; and this document	34 www.catalystpaper.com/socialresponsibility/socialresponsibility_reports_annualreport.xml
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Assurance

3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	NR	NR
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Governance

4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance and guidance Web: About us → Governance	5 www.catalystpaper.com/aboutus/aboutus_governance.xml
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4.2	Indicate whether the chair of the highest governance body is also an executive officer.	Governance and guidance	5
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Governance and guidance	5
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Governance and guidance	5
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Governance and guidance Web: About us → Governance	5 www.catalystpaper.com/aboutus/aboutus_governance.xml
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Governance and guidance	5
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental and social topics.	NR	NR
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental and social performance and the status of their implementation.	Governance and guidance Web: About us → Governance	5 www.catalystpaper.com/aboutus/aboutus_governance.xml
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles.	Governance and guidance Web: About us → Governance	5 www.catalystpaper.com/aboutus/aboutus_governance.xml
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	Governance and guidance Web: About us → Governance	5 www.catalystpaper.com/aboutus/aboutus_governance.xml

Commitment to External Initiatives

4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Appendix 2	33
4.12	Externally developed economic, environmental, and social charters, principles or other initiatives to which the organization subscribes or endorses.	President's message	2
		Governance and guidance	5
		Fibre supplies	15-16
		Carbon management	16-18
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization has positions in governance bodies, participates in projects or committees, provides substantive funding beyond routine membership dues or views membership as strategic.	Carbon and climate change	17
		Additional reporting – environmental	22, 26 33
		Appendix 2	

Stakeholder Engagement

4.14	List of stakeholder groups engaged by the organization.	Governance and guidance	5
4.15	Basis for identification and selection of stakeholders with whom to engage.	Governance and guidance	5
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Governance and guidance	5
		New relationships	10-12
		Additional reporting – social and economic	20-21
		Additional reporting – environmental	22, 26, 30
		Appendix 2	33

4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Throughout	Throughout
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Economic Performance

EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments.	Key performance statistics	4
		Addressing business viability	8
		New relationships	10-13
		Compensation and representation	20
		Economic impact	21
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Carbon management	16-18
		Additional reporting - environmental	22
EC3	Coverage of the organization's defined benefit plan obligations.	Compensation and representation	20
EC4	Significant financial assistance received from government.	Appendix 2	33

Market Presence

EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	NR	NR
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	NR	NR

Indirect Economic Impacts

EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement.	Appendix 2	33
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Materials

EN1	Materials used by weight or volume.	Total key materials used	30
EN2	Percentage of materials used that are recycled input materials.	Recycled production	15
		Total key materials used	30

Energy

EN3	Direct energy consumption by primary energy source.	Carbon management	17
		Water and energy use	28-29
EN4	Indirect energy consumption by primary source.	NR	NR

Water

EN8	Total water withdrawal by source.	Water	26
		Water and energy use	28-29

Biodiversity

EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	NR	NR
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	NR	NR

Emissions, Effluents and Waste

EN16	Total direct and indirect greenhouse gas emissions by weight.	Carbon management	16
		Air emissions	24-25
EN17	Other relevant indirect greenhouse gas emissions by weight.	NR	NR
EN19	Emissions of ozone-depleting substances by weight.	Air	23
		Appendix 1	32
EN20	NO, SO, and other significant air emissions by type and weight.	Air	23
		Air emissions	24-25
EN21	Total water discharge by quality and destination.	Water	26
		Effluent	27
EN22	Total weight of waste by type and disposal method.	Solid waste	30
EN23	Total number and volume of significant spills.	Appendix 1	32

Products and Services

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Sustainable product pedigrees	14-18
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	NR	NR

Compliance

EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Appendices 1, 2	32-33
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Employment

LA1	Total workforce by employment type, employment contract and region.	Our process Employment reductions	Foldout – right 11
LA2	Total number and rate of employee turnover by age group, gender and region.	NR	NR

Labour/Management Relations

LA4	Percentage of employees covered by collective bargaining agreements.	Compensation and representation	20
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	NR	NR

Occupational Health and Safety

LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Safety	20
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	NR	NR

Training and Education

LA10	Average hours of training per year per employee by employee category.	NR	NR
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Diversity and Equal Opportunity

LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.	NR	NR
LA14	Ratio of basic salary of men to women by employee category.	NR	NR

Investment and Procurement Practices

HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	NR	NR
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	NR	NR

Non-Discrimination

HR4	Total number of incidents of discrimination and actions taken.	NR	NR
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Freedom of Association and Collective Bargaining

HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Appendix 2	33
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Child Labour

HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	Appendix 2	33
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Forced and Compulsory Labour

HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	Appendix 2	33
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Community

SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	New relationships	10-13
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Corruption

SO2	Percentage and total number of business units analyzed for risks related to corruption.	NR	NR
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S03	Percentage of employees trained in organization's anticorruption policies and procedures.	NR	NR
S04	Actions taken in response to incidents of corruption.	Governance and guidance	5
<i>Public Policy</i>			
S05	Public policy positions and participation in public policy development and lobbying.	Tax competitiveness GHG regulatory landscape Appendix 2	12 22 33
<i>Compliance</i>			
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Appendix 2	33
<i>Customer Health and Safety</i>			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	NR	NR
<i>Products and Service Labeling</i>			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	NR	NR
<i>Marketing Communications</i>			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	NR	NR
<i>Compliance</i>			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Appendix 2	33