

Moving Forward – 2011 Sustainability Report
Index of Core GRI Indicators (G3)

All section and page references are to Catalyst’s 2011 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 “MDA” (Catalyst’s 2011 annual Management’s Discussion and Analysis), “MPC” (Catalyst’s 2011 Management Proxy Circular), 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 about the relevance of sustainability to the organization and its strategy.	President’s message	4-5
1.2	Description of key impacts, risks and opportunities.	Throughout	Throughout
<i>Organizational Profile</i>			
2.1	Name of the organization.	Our company	Inside front cover
2.2	Primary brands, products and/or services.	MDA: Company profile	MDA 5-7
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries and joint ventures.	Web: About Catalyst → Our Facilities	www.catalystpaper.com/about/our-facilities
2.4	Location of organization’s headquarters.	Our company	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.	Our company	Inside front cover
2.6	Nature of ownership and legal form.	Our company	Inside front cover

Indicator	Description	Section	Page(s)
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	MDA: Company profile	MDA 5-7
2.8	Scale of the reporting organization, including number of employees, net sales, total capitalization and quantity of products or services provided.	Key facts and figures	3
		MDA: Annual overview	7-14
2.9	Significant changes during the reporting period regarding size, structure or ownership.	Our report	2
2.10	Awards received in the reporting period.	Our company	Inside front cover

Report Profile

3.1	Reporting period for information provided.	Our report	2
3.2	Date of most recent previous report.	Web: Sustainability → Sustainability Report	www.catalystpaper.com/investors/sustainability-reports
3.3	Reporting cycle.	Web: Sustainability → Sustainability Report	www.catalystpaper.com/investors/sustainability-reports
3.4	Contact point for questions regarding the report or its contents.	Our report	2

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.	Our report	2
3.6	Boundary of the report.	Our report	2
3.7	State any specific limitations on the scope or boundary of the report.	Our report	2

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.	Our report	2
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.	Our report	2

GRI Content Index

3.12	Table identifying the location of the standard disclosures in the report.	UN Global Compact/ GRI table; and this document	42 www.catalystpaper.com/investors/sustainability-reports
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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 management systems Web: About Catalyst → Governance	9 www.catalystpaper.com/about/governance
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4.2	Indicate whether the chair of the highest governance body is also an executive officer.	Governance and management systems	9
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 management systems	9
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Web: About Catalyst → Governance; Investor Relations	www.catalystpaper.com/about/governance www.catalystpaper.com/investors
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).	MPC: Director Compensation, Executive Compensation	MPC 10 - 23
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Governance and management systems	9
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 management systems Web: About Catalyst → Governance	9 www.catalystpaper.com/about/governance
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 management systems Web: About Catalyst → Governance	9 www.catalystpaper.com/about/governance

4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	Governance and management systems Web: About Catalyst → Governance	9 www.catalystpaper.com/about/governance
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Commitment to External Initiatives

4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	NR	NR
4.12	Externally developed economic, environmental, and social charters, principles or other initiatives to which the organization subscribes or endorses.	Our report President's message Governance GreenBlue Energy Wood fibre Water use Greenhouse Gases	2 4-5 9 10 21-22 23 24 25-27
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.	Greenblue	10

Stakeholder Engagement

4.14	List of stakeholder groups engaged by the organization.	Stakeholder engagement	8
4.15	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder engagement	8
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Stakeholder engagement	8
		Employees and communities	11-18
		Customers	19-20
		Great Bear Rainforest	23
		"No Regrets"	26
		Procuring/Producing	30
		Appendix 2	41
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

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 facts and figures	3
		Compensation and representation	14
		Economic footprint	15
		Supporting our communities	16
		Property taxes	17

EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Greenhouse gases	25-27
		Producing greener products	30
EC3	Coverage of the organization's defined benefit plan obligations.	Compensation and representation	14
EC4	Significant financial assistance received from government.	Appendix 2	41

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.	Property taxes	17
		Appendix 2	41

Materials

EN1	Materials used by weight or volume.	Total key materials used	37
EN2	Percentage of materials used that are recycled input materials.	Wood fibre	23
		Materials sourced from waste	37

Energy

EN3	Direct energy consumption by primary energy source.	Energy	21-22
		Water and energy use	36
EN4	Indirect energy consumption by primary source.	NR	NR

Water

EN8	Total water withdrawal by source.	Water use	24
		Water and energy use	36

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.	Greenhouse gases	25-27
		Air emissions	33-34
EN17	Other relevant indirect greenhouse gas emissions by weight.	Greenhouse gases	27
EN19	Emissions of ozone-depleting substances by weight.	Appendix 1	39-40
EN20	NO, SO, and other significant air emissions by type and weight.	Particulate emissions	28
		Air emissions	33-34
EN21	Total water discharge by quality and destination.	Water use	24
		Water quality performance	31
		Effluent	35
EN22	Total weight of waste by type and disposal method.	Solid waste	29, 33
EN23	Total number and volume of significant spills.	Appendix 1	39-40

Products and Services

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	GreenBlue	10
		Mill to market	20
		Efficient resource use	21-24
		Low impact production	25-30
		Environmental data tables	31-38
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	39-41
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Employment

LA1	Total workforce by employment type, employment contract and region.	Today's workforce	12
		Compensation and representation	14
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	14
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.	No compromises on safety	11
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	41
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<i>Child Labour</i>			
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	41
<i>Forced and Compulsory Labour</i>			
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	41
<i>Community</i>			
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.	NR	NR
<i>Corruption</i>			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	NR	NR
SO3	Percentage of employees trained in organization's anticorruption policies and procedures.	NR	NR
SO4	Actions taken in response to incidents of corruption.	Governance and management systems	9
<i>Public Policy</i>			
SO5	Public policy positions and participation in public policy development and lobbying.	Appendix 2	41
<i>Compliance</i>			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Appendices 1, 2	39-41

Customer Health and Safety

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
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Products and Service Labeling

PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	NR	NR
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Marketing Communications

PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship.	NR	NR
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Compliance

PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Appendix 2	41
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