

2012 Catalyst Paper Sustainability Disclosure – GRI Index

The following table includes all profile disclosures and all core performance indicators included in the Global Reporting Initiative G3 Guidelines.¹ References are provided to the location of full or partial disclosure in the following materials: “SR” (Catalyst 2012 Sustainability Report), “AR” (Catalyst 2012 Annual Report), “MPC” (Catalyst 2013 Management Proxy Circular), “AIF” (Catalyst’s Annual Information Form, Year Ended 2012), and web URLs. Other disclosures are provided directly within this table. “NR” indicates that a particular item is not reported on, which in most cases is a result of limited materiality. High-level management approaches relative to each indicator category are also disclosed in this table. Approaches and practices as described were in place in 2012, which is also the relevant period for time-specific references.

GRI Indicator	Description	Reference or Commentary (page numbers)
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Profile Disclosures

Strategy and Analysis

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.	SR 4-5
1.2	Description of key impacts, risks, and opportunities.	SR Throughout

Organization Profile

2.1	Name of the organization.	SR Inside Front Cover
2.2	Primary brands, products, and/or services.	AR 7 http://catalystpaper.com/products
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	AIF 2-3 http://www.catalystpaper.com/about/our-facilities
2.4	Location of organization’s headquarters.	SR 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	SR Inside Front Cover

¹ Two additional (non-core) environmental indicators that are of high materiality are also included and are designated “(A)” for additional.

	issues covered in the report.	
2.6	Nature of ownership and legal form.	AIF 2-3
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	AR 6-8
2.8	Scale of the reporting organization.	SR 3 AR 35
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	SR 1, 6
2.10	Awards received in the reporting period.	SR 2

Report Parameters

3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	SR 1
3.2	Date of most recent previous report (if any).	http://catalystpaper.com/investors/sustainability-reports
3.3	Reporting cycle.	http://catalystpaper.com/investors/sustainability-reports
3.4	Contact point for questions regarding the report or its contents.	SR 1
3.5	Process for defining report content.	SR 1
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	SR 1
3.7	State any specific limitations on the scope or boundary of the report.	SR 1
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.	SR 1 Ownership and operation of the Snowflake mill from 2008-2012 had a significant impact on period-to-period comparability, and for this reason corporate results are typically shown in the SR inclusive and exclusive of this operation.
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.	Data sources and measurement techniques are as follows: <i>Safety</i> – Tracked through employee reporting, human resources systems, and claims-related information received from WorkSafeBC. <i>Employees/Compensation</i> – Tracked through human resources systems. <i>Economic</i> – Derived from our financial reporting and procurement tracking. Indirect and induced economic benefits calculated using government statistics and multipliers. <i>Environmental</i> – Energy use is measured on a direct and continuous basis; fibre deliveries are directly measured, while usage is estimated based on observed mill consumption reconciled against inventory balances; water use, GHG emissions, and other specific effluent- and air-related parameters are measured based on testing on frequencies that are defined in regulation and vary among parameters and mills (ranging from annual in the case of dioxins and furans to continuous in

		the case of SO ₂). Notations are included within the body of the report regarding bases for specific calculations, and assumptions and estimations, where this is deemed helpful in assessing the performance reported.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	SR Throughout Post year-end calculation adjustments resulted in a small number of data re-statements which are specified in the report.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	SR 01
3.12	Table identifying the location of the Standard Disclosures in the report.	This Document
3.13	Policy and current practice with regard to seeking external assurance for the report.	We do not currently seek external assurance for our sustainability report. This is a function of confidence in our internal processes to ensure its accuracy, lack of stakeholder demand for such assurance and resource limitations. Financial and operational information is sourced from and aligned with annual and interim reports which are third-party audited as required by securities regulators.

Governance, Commitments and Engagement

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.	SR Front End Foldout MPC 21-27 http://catalystpaper.com/about/governance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	SR Front End Foldout
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.	SR Front End Foldout
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Shareholders may ask questions of directors and executive management at annual general meetings and can put shareholder proposals forward. In addition, executives and directors are available for discussion with shareholders on matters of interest or concern at other times. Employees have access to an anonymous phone line by which ethical breaches and other concerns can be brought to the attention of the board audit committee, and procedures are in place to ensure any interested party can communicate confidentially with the board chair and committee chairs through written correspondence.

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 10-21 Incentive compensation for executives and senior operational management takes performance results into account, including financial metrics and social and environmental metrics such as safety and environmental compliance. Previous stock option and restricted share unit plans were canceled during the restructuring process Catalyst completed in 2012. New plans of this type would require approval of shareholders and the listing exchange, and had not been put in place as of year-end.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	SR Front End Foldout MPC 23 Code of Corporate Ethics and Behaviour is posted at http://catalystpaper.com/about/governance
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.	MPC 23
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.	SR Front End Foldout http://catalystpaper.com/about/governance See also "Management Approach" sections below
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.	http://catalystpaper.com/about/governance A comprehensive inventory and analysis of major risks of varying types is maintained by management and reviewed annually by the Board's Audit Committee. Material risks are disclosed in our annual report at pages 59-65.
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	SR Front End Foldout MPC 22-23 http://catalystpaper.com/about/governance
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Catalyst has taken science-based and cost-effective action to address potential environmental impacts even in cases where the precise scope and nature of such impacts is uncertain. This includes early adoption of aggressive GHG reduction initiatives, long-standing emission reduction and detoxification efforts at mills, and active promotion of ecosystem-based management practices on the part of British Columbia coastal fibre suppliers operating in the Great Bear Rainforest.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	SR 1, Front End Foldout, 30-31, 33, 36
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization:	SR Front End Foldout We are a member of the Business Council of British Columbia, the Coast Forest Products

	<ul style="list-style-type: none"> • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; or • Views membership as strategic. 	Association and Canadian Business for Social Responsibility, all of which we view as strategic memberships and which periodically involve participation on specific projects and committees. We did not hold positions on governance bodies or provide non-routine funding in 2012.
4.14	List of stakeholder groups engaged by the organization.	Our stakeholders include groups whose interests are impacted by our activities and/or whose activities can impact the conduct of our business. Our stakeholders are typically well-defined and long-standing, although we continually monitor for the emergence of new stakeholders and forums that may enable us to advance sustainability-related objectives. The following summarizes our approach to major stakeholder engagement. Key topics and concerns raised, and our responses to them, are reflected throughout our sustainability report.
4.15	Basis for identification and selection of stakeholders with whom to engage.	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	
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.	
		<p>Aboriginal Peoples</p> <ul style="list-style-type: none"> - Formal engagement on matters of mutual interest and potential mutual benefit (SR 19) - Ongoing information sharing and dialogue, aligned with interests and capacities of specific aboriginal groups <p>Customers (SR 22-23)</p> <ul style="list-style-type: none"> - Ongoing dialogue (sales representatives) - Periodic satisfaction surveys - Engagement with various customer associations <p>Employees and Unions (SR 12-13)</p> <ul style="list-style-type: none"> - Ongoing dialogue with individual employees - Ongoing dialogue, formal engagement in safety programs, and periodic collective agreement negotiation with unions - Range of internal communications tools and platforms, and surveys twice annually (SR 13) <p>Governments and Regulators (SR 6,15)</p> <ul style="list-style-type: none"> - Ongoing dialogue with elected representatives and key officials - Engagement in specific regulatory/consultative initiatives - Membership in business and industry associations <p>Investors and Creditors</p> <ul style="list-style-type: none"> - Quarterly financial reporting and analyst calls, news releases as required, conference participation, occasional analyst days at mills, and direct dialogue as appropriate <p>Non-Governmental Organizations</p> <ul style="list-style-type: none"> - Formal partnership with select groups (SR Front End Foldout) - Multilateral engagement regarding Great Bear Rainforest (SR 31) <p>Operating Communities</p> <ul style="list-style-type: none"> - Community Advisory Forums at some locations - Engagement with issue-specific multi-stakeholder groups (e.g. water and airshed management) <p>Suppliers and Business Partners</p> <ul style="list-style-type: none"> - Ongoing dialogue and evaluation (procurement representatives) - Joint engagement in third-party certification and environmental improvement programs

Performance Indicators

Economic

Management Approach	<i>Goals & Policies</i> - Catalyst significantly improved its cost and capital structure through a restructuring process undertaken in 2012. Key ongoing commercial goals include market share capture, penetration of new markets, and further diversification in our product mix. This strategy is intended to position Catalyst to return to profitability, attract investment capital and play an active role in industry restructuring – thus securing the significant direct and indirect economic benefits that our operations generate. While we are not guided by formal policies in this regard, the location and procurement requirements of our operations result in significant proportions of such benefits accruing to local communities. More information specifically relating to financial strategy and results is found in our quarterly and annual reports. Shared, organization-wide responsibility for financial performance is one of the seven elements of our Operating Philosophy (http://catalystpaper.com/about/stance).	
EC1	Direct 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.	SR 13, 16-17
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	SR 36-37 AR 63-64
EC3	Coverage of the organization's defined benefit plan obligations.	SR 15
EC4	Significant financial assistance received from government.	Significant financial assistance from government (excluding forms such as tax credits of general application) was restricted to ongoing funding from BC Hydro to support our energy management program. No other subsidies, grants or incentives in any material amounts were received in 2012.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	SR 16
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	NR
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Catalyst manages water-related infrastructure on Vancouver Island that serves public interests. This includes a weir that regulates water flow from Cowichan Lake to the Cowichan River, and dams that regulate water flow from Great Central Lake in the Port Alberni area. We also supply drinking water to the community of Crofton at cost.

Environmental

Management	<i>Goals & Policies</i> - We strive to make efficient use of responsibly sourced inputs, and to minimize manufacturing impacts on surrounding and global	
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Approach	<p>environments. We set internal, mill-specific targets annually – relating to energy, water, GHGs, wood fibre utilization, solid waste generation, permit non-compliances and community complaints – and report performance to a board committee quarterly. We adhere to a broad Environment Policy (http://catalystpaper.com/page/environment-policy) and to a wood fibre Chain of Custody Policy (http://catalystpaper.com/page/chain-custody-policy). On some aspects of environmental management – such as GHG tracking and product distribution – we adhere to specific external standards, protocols and performance-improvement programs. Formal partnerships and ongoing dialogue with environmental and other NGOs also guide our approaches. Safety and environmental stewardship is one of the seven elements of our Operating Philosophy (http://catalystpaper.com/about/stance). Catalyst has also committed to uphold the environment-related principles of the United Nations Global Compact.</p> <p><i>Responsibility, Training, Monitoring</i> – There are directors at the corporate level with oversight for environmental and energy management, and personnel with relevant knowledge and expertise at each mill with responsibility for these two areas. Environmental management systems (EMS), registered to and routinely audited against the ISO 14001:2004 standard, are in place at all mills. Environmental management practices are a key component of new-employee training, and ISO requirements are adhered to regarding ongoing and updated training. The EMS establishes a rigorous system of performance monitoring and follow-up at each mill, based on identification and prioritization of specific environmental issues. Semi-annual independent audits provide further insight specific to regulatory compliance and required corrective actions. All Catalyst mills have wood fibre chain-of-custody systems certified to both PEFC and FSC standards. Biomass-based energy generation at Powell River and Port Alberni is EcoLogo certified. Independent assurance (Ernst & Young) was obtained of the manufactured carbon-neutral status of Sage product sales over a multi-year period, thus validating our accounting procedures in this regard.</p>	
EN1	Materials used by weight or volume.	SR 46
EN2	Percentage of materials used that are recycled input materials.	SR 31, 46
EN3	Direct energy consumption by primary energy source.	SR 28-29, 45
EN4	Indirect energy consumption by primary source.	<p>SR 28-29, 45</p> <p>Note that we do not provide detailed reporting on the primary energy consumed by electricity suppliers during production of the indirect energy we purchase from them (i.e. accounting for grid and efficiency losses before it reaches our mills). This is due in part to the lack of a reliable basis on which we could make such calculations.</p>
EN5 (A)	Energy saved due to conservation and efficiency improvements.	SR 28, 45
EN8	Total water withdrawal by source.	<p>SR 32-33, 46</p> <p>Catalyst utilizes water from lakes, rivers and (until closure of our Snowflake mill) wells for its operations under permits issued by regulatory authorities, and pays applicable water rates for that use. While some water is consumed through evaporation and incorporation into products (an estimated 10% for the Canadian pulp and paper industry) most is discharged after use and treatment (and its quality monitored against multiple parameters). Consistent with standard industry practice, we track our water use based on treated effluent discharges.</p>
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

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
EN16	Total direct and indirect greenhouse gas emissions by weight.	SR 36-37, 42
EN17	Other relevant indirect greenhouse gas emissions by weight.	SR 37
EN18 (A)	Initiatives to reduce greenhouse gas emissions and reductions achieved.	SR 29, 36-37
EN19	Emissions of ozone-depleting substances by weight.	SR 49
EN20	NO _x , SO _x , and other significant air emissions by type and weight	SR 38, 41-42
EN21	Total water discharge by quality and destination.	SR 32-33, 41, 44
EN22	Total weight of waste by type and disposal method.	SR 39, 44
EN23	Total number and volume of significant spills.	SR 48-49
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	SR 28,49
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	NR
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Catalyst was subject to no significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations in 2012.

Labour Practices and Decent Work

Management Approach	<p><i>Goals & Policies</i> - Subsequent to the closure and sale of the Snowflake mill, and with the exception of some sales personnel, Catalyst's workforce is entirely located in Canada, where labour and workplace regulations adhere to international standards. In addition to strict compliance with legal duties, Catalyst has an extensive human resources policy manual, which includes specific provisions addressing issues such as workplace ethics, employment equity, pay equity, harassment, and health and safety. Health and safety is also the subject of annual corporate-wide improvement goals, performance against which is publicly disclosed each quarter. Safety and environmental stewardship is one of the seven elements of our Operating Philosophy (http://catalystpaper.com/about/stance). Catalyst has committed to uphold the labour-related principles of the United Nations Global Compact.</p> <p><i>Accountability</i> – A senior vice president provides oversight relating to human resources policy and labour-management relations, while safety accountabilities reside at the level of senior operational (mill) management. There is close union-management collaboration relating to safety. <i>Training</i> – New employees receive an orientation to workplace policies, rules and procedures, and HR personnel are available at all sites to assist with interpretation. Health and safety is an important focal point of both initial and ongoing training and awareness efforts, and includes regular crew meetings. Safety training is updated on defined frequencies. Training relating to non-discrimination and human rights is updated periodically. An operator technical training program supports position-specific skill development and progression for hourly employees, and targeted skill-development opportunities are provided periodically to salaried</p>
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	employees. <i>Monitoring</i> – Safety is the subject of ongoing audits and investigations as required. Procedures are in place to ensure investigation and corrective measures in response to incidents impacting health and safety, or involving harassment or discrimination.	
LA1	Total workforce by employment type, employment contract, and region.	SR 13
LA2	Total number and rate of employee turnover by age group, gender, and region.	SR 14
LA4	Percentage of employees covered by collective bargaining agreements.	SR 15
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	NR
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	SR 10-11
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	NR
LA10	Average hours of training per year per employee by employee category.	NR
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
LA14	Ratio of basic salary of men to women by employee category.	NR

Human Rights

Management Approach	<p><i>Goals & Policies</i> - Subsequent to the closure and sale of the Snowflake mill, Catalyst has no operations located outside of Canada and has never operated outside North America. Policies are in place to ensure workplaces free of discrimination and harassment (see above). Collective bargaining rights are legally enshrined in Canada and fully respected in Catalyst’s predominantly unionized workplaces. Catalyst strongly supports third-party certification of wood fibre, and major certification standards incorporate human rights-related provisions (none of Catalyst’s wood fibre originates in jurisdictions deemed to be at risk for human rights abuses). Catalyst has committed to uphold the human rights-related principles of the United Nations Global Compact.</p> <p><i>Responsibility, Training, Monitoring</i> - Significant potential risk factors relating to human rights are restricted to the context of offshore procurement. When considering new commercial relationships with suppliers located in jurisdictions at higher risk of practices that do not comply with recognized international standards, Catalyst procurement personnel assess labour, safety and environmental practices through onsite visits (one such visit was undertaken in 2012). Catalyst’s own production facilities are located within areas claimed as traditional territories by various First Nations (aboriginal groups), and adjacent to First Nations communities. Engagement is tailored to the unique needs and interests of each such community and typically focuses on potential opportunities to support economic-development objectives.</p>
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HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	NR
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	NR
HR4	Total number of incidents of discrimination and actions taken.	NR
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.	None – Catalyst operated only in Canada and the United States in 2012, where freedom of association is legally protected.
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	None – Catalyst operated only in Canada and the United States in 2012, which are at low risk for child labour.
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	None – Catalyst operated only in Canada and the United States in 2012, which are at low risk for compulsory labour.

Society

Management Approach	<p><i>Goals & Policies</i> - Catalyst strives to maintain its reputation for honesty, fair dealing, faithful performance of contracts and strict compliance with legal duties, which it defines as one of its most valuable assets. Rules within its Code of Corporate Ethics and Behaviour address matters including bribery, prohibited benefits, political contributions, conflicts of interest, competition laws, legal and regulatory compliance generally, and disclosure obligations. Catalyst maintains high levels of transparency and open communication when engaging in public policy advocacy, and when undertaking initiatives such as its recent restructuring that have the potential for significant impact on local communities.</p> <p><i>Responsibility, Training, Monitoring</i> - The Corporate Secretary has primary responsibility for monitoring Code compliance, and ensures that annual compliance certificates are signed by directors and key employees. Periodic training is provided for officers and employees with sales and purchasing responsibilities. Code violations are to be reported to a senior officer or the board, and individuals making good faith reports are protected from retaliation. A designated executive has overall responsibility for social trends monitoring, stakeholder relationships and civil society partnerships, input on policy matters, and assurance of high levels of transparency. Responsibility for local community engagement largely resides at the mill level. Two Catalyst operations have Community Advisory Forums with defined memberships while the third maintains active bilateral engagement with key stakeholders.</p>	
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
SO2	Percentage and total number of business units analyzed for risks related to corruption.	NR
SO3	Percentage of employees trained in organization's	NR

	anti-corruption policies and procedures.	
SO4	Actions taken in response to incidents of corruption.	No such incidents were identified.
S05	Public policy positions and participation in public policy development and lobbying.	SR 15
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Catalyst was subject to no significant fines or non-monetary sanctions for non-compliance with laws and regulations in 2012.

Product Responsibility

Management Approach	<p><i>Goals & Policies</i> - Catalyst manufactures environmentally benign products for sale to customers who are well versed in their safe handling and use. Customer health and safety is therefore not a material issue and the company does not actively engage on matters relating to product responsibility in this context.</p> <p><i>Responsibility, Training, Monitoring</i> - Product quality management systems, registered to and routinely audited against the ISO 9001:2008 standard, are in place at all mills. Catalyst routinely seeks feedback from and periodically engages in formal surveys of its customers relating to their satisfaction levels. Compliance with requirements and standards relating to marketing claims – including environmental claims – is maintained as an aspect of Catalyst’s broader commitment to ethical behavior.</p>	
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
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	NR
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	NR
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Catalyst was subject to no significant fines or non-monetary sanctions for non-compliance with laws and regulations concerning the provision and use of its products and services.