

## Human Rights Policy

Clearwater Paper Corporation and our wholly owned subsidiaries (collectively, “**Clearwater Paper**”) are committed to conducting our business activities and transactions with the highest level of integrity and ethical standards and in accordance with applicable law. Additionally, as part of our commitment to respecting and observing human rights, we have adopted this Human Rights Policy (“**Policy**”) which establishes the minimum standards we are committed to meeting to prevent, identify and mitigate adverse human rights impacts of our operations and value chain.

This Policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors and officers (referred to together as “**Associates**”) and including all of our suppliers, vendors, contractors, consultants, third-party representatives and business partners (“**Suppliers**”). This Policy does not alter contractual terms, constitute a contract of employment, nor authorize any Supplier to transact or act on behalf of Clearwater Paper.

---

**Water Rights.** We recognize the need for access to safe, sanitary and sustainable water supplies as a fundamental human right and that the protection and sound management of freshwater ecosystems are essential to health and economic prosperity. We assess and mitigate identified water risks in our operations by consulting and partnering closely with governments and local stakeholders to develop and implement water protection plans at our facilities.

**Community Engagement.** We appreciate that our business impacts the communities in which we operate. We are committed to engaging stakeholders in our local communities to identify, understand and address adverse effects of our operations on the local cultural, environment and economy. Where appropriate, we are committed to engaging in dialogue with the local community on human rights issues related to our business.

**Indigenous Populations.** We respect the culture and legally recognized status and rights of indigenous people in the communities where we operate. We will engage and work collaboratively with chosen representatives of First Nations/Native Americans to protect their rights that may be impacted by our projects and activities.

---

**Workforce Equality and Fair Employment Practices.** We are committed to equal opportunity and fair employment practices. We are committed to maintaining a workplace that is free from discrimination in recruiting, hiring, training, compensation, promotion, termination, or any other employment practice based on gender, race, disability, ethnicity, nationality, religion, age, or any other characteristic or status protected by applicable law.

**Workplace Practices and Standards.** We are committed to ensuring our Associates are treated with respect and dignity. We are committed to maintaining a workplace that is free from violence, intimidation, harassment and other unsafe or disruptive conditions due to internal or external threats. Security safeguards for Associates are provided as needed and will be maintained to protect Associates and their privacy and property. We provide all Associates with training on workplace ethics. For more information, please review our standards set forth in Clearwater Paper’s Code of Business Conduct and Ethics.

**Employment Eligibility and Voluntary Labor.** We do not support, engage in, or require any compelled, involuntary, or forced labor; labor to be performed by children; bonded labor; indentured labor; or prison labor. We do not engage in slavery or human trafficking and we have a zero-tolerance approach to any slavery or human trafficking being a part of our supply chain.

**Fair Wages and Benefits.** We compensate all Associates with fair wages and benefits relative to the industry and local labor market and, that at a minimum meet the higher of applicable law or collective agreements.

**Freedom of Association and Collective Bargaining.** We respect, and will not interfere with, the right of our Associates to lawfully associate with groups of their choice, including the right to form, join, or not to join a labor union and to engage in collective bargaining. We are committed to working collaboratively and negotiating in good faith with legally recognized labor unions.

---

**Accountability.** Our Board of Directors is responsible for this Policy. The Senior Vice President, General Counsel and Secretary is responsible for implementing this Policy and addressing any questions that may arise regarding this Policy. Clearwater Paper reserves the right to modify or amend this policy at any time.

**Supplier Audit.** Suppliers will cooperate with and provide reasonable access to applicable records to Clearwater Paper, or a third party designated by Clearwater Paper, for the verification of Suppliers' compliance with this Policy. Suppliers will provide accurate and complete responses to any written request by Clearwater Paper for certification of compliance or any other inquiry related to this Policy.

---

### **Asking Questions and Raising Concerns**

We are committed to a culture of transparency and in support of that commitment we provide annual training to our Associates on this Policy. We encourage our Associates and Suppliers to raise questions regarding this Policy and to promptly report any possible violations, concerns or misconduct to our confidential and independent hotline. Anonymity of any reporting party will be respected.

T: 1-888-690-3859

Website: <http://clearwatercompliance.alertline.com>

No retaliatory or disciplinary action will be taken against any reporting party who has, in good faith, reported possible violations, suspected misconduct or sought advice under this Policy.