

RELATIONS WITH INDIGENOUS PEOPLES POLICY

Effective Date: July 26, 2018

1. Purpose

To outline a framework for Mistik Management Ltd. to engage in relations with Indigenous Peoples affected by the forest management of activities of Mistik Management Ltd. within the Forest License Management Area who hold certain rights which are recognized by Section 35 of *The Constitution Act, 1982*. The policies contained herein are in addition to duties and responsibilities imposed by Federal or Provincial law or contract.

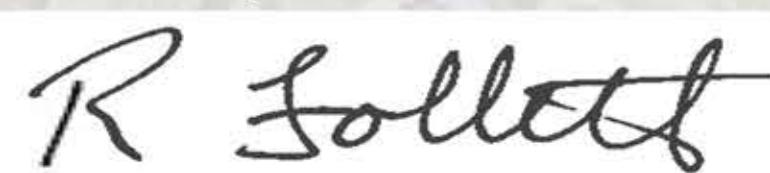
2. Scope / Persons Affected

This policy applies to members of the Board of Directors and employees of Mistik Management Ltd.

3. Indigenous Peoples Relations Policy

- a) Pursuant to the terms of the FMA Mistik, as a licensee of the Province of Saskatchewan, has a responsibility to address the impact of its forest operations on the existing rights enjoyed by Indigenous Peoples which arise by law, by custom or from any Treaty or Right guaranteed by section 35 of *The Constitution Act of Canada*, which include the right to fish, hunt, trap and gather.
- b) The legal rights of Indigenous Peoples to own, use and manage their lands, territories and resources will be recognized and respected.
- c) Indigenous Peoples who reside within the forest area have a right to engage in dialogue with Mistik with respect to the manner in which their values are impacted by Mistik's forest management activities and to be offered reasonable accommodation and protection of such values with respect to forestry impacts. To that end Mistik will:
 - i) engage in dialogue with Indigenous Peoples through which Mistik will disclose the extent of its planned forest management activities for the purpose of receiving information on the effect of those activities on the values and uses of the forest identified by Indigenous Peoples;
 - ii) engage in dialogue with Indigenous Peoples to specifically identify, sites of special cultural, ecological, economic or spiritual significance;
 - iii) work in a consensual manner with Indigenous Peoples to protect identified sites of special cultural, ecological, economic or spiritual significance;
 - iv) take reasonable steps to tailor its planned activities in a manner that respects the concerns expressed by Indigenous Peoples where Mistik is able to do so without unduly prejudicing its obligations and responsibilities to its shareholders and to the crown under the FMA.
- d) Mistik will participate in and/or support the efforts of affected communities of Indigenous Peoples to develop capacities to participate in forestry related activities, including the establishment of businesses or the pursuit of employment related to forestry activities, including long-term economic benefits where that is a desired objective of a community.
- e) Mistik will address and resolve any grievances or disputes with Indigenous Peoples through dispute resolution processes which are culturally sensitive and appropriate.

Nothing in this policy shall be construed as changing, amending or detracting from existing rights which Indigenous Peoples may enjoy arising by law, custom, Treaty or Aboriginal Right guaranteed by section 35 of the *Constitution Act of Canada*, nor amending or detracting from any rights or interests granted to Mistik pursuant to the terms of any Forest Management License Agreement which it holds.



Robert Follett, General Manager
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