



HOWE SOUND
PULP & PAPER CORPORATION
A PAPER EXCELLENCE COMPANY

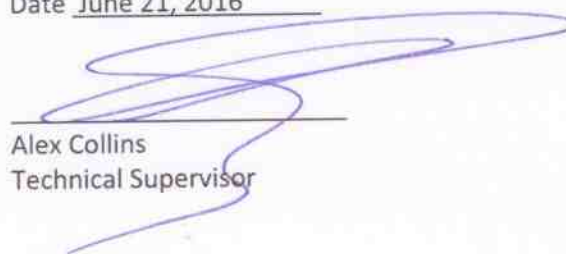
Contractor Declaration for non- union and non-affiliated contractors

I hereby declare that Grease Ducks Ltd., as a Condition of Contract, will provide to Howe Sound Pulp and Paper Corporation the following information to meet our obligations related to Code of Ethics:

- a) A copy of union certification
- b) When submitting an invoice, the invoice will show the straight time and overtime hours worked, the rate of pay and the number of employees working in either the skilled trade or labouring category
- c) We also confirm that any sub-contractor that **Grease Ducks Ltd.** brings onto the Mill site will be identified as per the Code of Ethics language. In addition, any non-union, non-affiliated sub-contractors will be paid according to the Howe Sound Pulp and Paper Labour Agreement

I the undersigned agree that a failure by **Grease Ducks Ltd.** to meet the obligations set forth in this document will result in a substantive breach of the terms and conditions of the Contract with Howe Sound Pulp and Paper Corporation and may result in the expulsion of **Grease Ducks Ltd.** from the Mill site.

Date June 21, 2016



Alex Collins
Technical Supervisor