

Nomination: 7342

Resolute

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Resolute Forest Products
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Resolute
Category A01 - A31 Employer of the Year > A22 - Employer of the Year - Manufacturing
Employer of the Year Submission Format Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

As a global leader in the forest products industry, Resolute makes a broad range of products, from wood, pulp, tissue to paper products. We operate some 40 facilities in the United States and Canada, including power generation assets. Headquartered in Montreal (Quebec), the company is part of the Paper Excellence Group. The products we manufacture are indispensable to basic human necessities such as shelter, personal care and education.

Over the years, our approach to sustainability has grown in sophistication and rigour. What began as common-sense stewardship of our forest resources has grown in scope and breadth to include modern practices to maximize our contributions to the circular economy, reduce our carbon footprint, create positive social impact and support our operating communities.

We are committed to making Resolute a great place to work, as well as the employer of choice within our industry and in the communities where we live and work.

We believe it is critical to our future success that all employees work together to create and maintain supportive, welcoming and inclusive work environments. We continue to strengthen our approach to diversity, while further supporting both worker safety and the communities in which we operate.

b. Outline the organization's employee-relations achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

Resolute adopted an executive leadership level diversity policy that acknowledges diversity as a key factor in the company's talent management strategy. Female representation on the executive team increased to 25% in early 2023 in light of this policy.

We also established a diversity, equity and inclusion (DE&I) working committee, which reports to our executive team and provides recommendations to steer our DE&I strategy and related employee engagement.

In 2022, the company adopted a Human Rights Policy that, together with our Code of Business Conduct, aims to protect fundamental human rights and provide a workplace free of discrimination.

We directly link 25% of our short term incentive plan compensation to various environmental, social, and governance (ESG) components, including health and safety performance. Moreover, all executive team members have been trained on ESG matters, and 100% of new employees received training on our Code of Business Conduct, as well as workplace respect and civility.

Resolute achieved a world-class OSHA safety incident rate of 0.63 in 2022, and more than half of our facilities finished the year without a single, recordable injury. Through Resolute's safety award program, which provides employees with monetary gifts to be donated to charities of their choice when they achieve 250,000 consecutive hours without a recordable injury, our safety performance netted local charities \$206,000.

With almost \$1.3 million in total donations and sponsorships in 2022, we continue to build and maintain strong relationships in our operating communities, including ties to nearly 40 Indigenous communities and organizations.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

Complementing the work of Resolute's DE&I working committee, our Human Resources team has undertaken an innovative talent recruitment strategy aimed at recruiting more women, as well as other underrepresented candidate populations, including immigrants, refugees (with 40 new workers fleeing the war in Ukraine), Indigenous peoples, Latino and African Americans, other visible minorities and international recruits. Overall, we welcomed 148 foreign workers in 2022, and 165 more are expected in 2023 – broadening our talent base with recruits from the Philippines, France, Ivory Coast and Morocco, among others.

The DE&I committee also helps implement integration practices for temporary foreign workers, which include providing training to foreign workers to support them in adapting to local culture, as well as training Resolute employees to help them adapt to foreign workers' arrival, while enabling the professional and social integration of everyone involved.

In addition to underrepresented candidate populations, Resolute strives to promote gender equity in the forestry industry. Our outreach initiatives include support for the Forest Products Association of Canada's #TakeYourPlace social media campaign, which encourages women to choose careers in forestry.

We are committed to positively impacting DE&I for our community stakeholders. We do so by celebrating the many achievements of diverse cultures and communities. For example, every February, we celebrate Black History Month, which is dedicated to honoring the legacy and celebrating the achievements of Black Canadians and Americans. In June, we celebrated Pride Month, when the LGBTQI+ communities come together and celebrate the freedom to be themselves.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Resolute's animated capsules attached demonstrate our commitment to supporting the needs and interests of the communities where we live and work, which include Indigenous people, presents our governance structure and inclusive practices, our stakeholder outreach and engagement, and highlights our safety initiatives and dedication to a healthy work environment.

The various blog posts highlight our DE&I working committee efforts throughout 2022-2023. The committee's work is focused on promoting an inclusive workplace culture and implementing initiatives that drive meaningful change. This includes creating events and company-wide communications that emphasize the importance of embracing and celebrating diversity in all its forms, promoting inclusivity, and fostering a supportive environment that appreciates and respects different backgrounds, experiences, and perspectives.

Webpage Link

https://www.youtube.com/watch?v=tkZgMtL-BFI&ab_channel=ResoluteForestProducts
(https://www.youtube.com/watch?v=tkZgMtL-BFI&ab_channel=ResoluteForestProducts)

Would you like to add an additional webpage link?

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Webpage Link 2

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(https://www.youtube.com/watch?v=cHc7fvB6wXw&ab_channel=ResoluteForestProducts)

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Webpage Link 3

https://www.youtube.com/watch?v=7W-NAKxAUQg&ab_channel=ResoluteForestProducts
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Web Page Link 4

https://www.youtube.com/watch?v=MDIIXCAMh04&ab_channel=ResoluteForestProducts
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Web Page Link 5

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(https://www.youtube.com/watch?v=qyzUnxqYUkA&ab_channel=ResoluteForestProducts)

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Web Page Link 6

<https://blog.resolutefp.com/2023/04/april-is-celebrate-diversity-month/> (<https://blog.resolutefp.com/2023/04/april-is-celebrate-diversity-month/>)

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Web Page Link 7

<https://blog.resolutefp.com/2022/10/spotlight-on-the-work-of-resolutes-diversity-equity-and-inclusion-advisory-committee/> (<https://blog.resolutefp.com/2022/10/spotlight-on-the-work-of-resolutes-diversity-equity-and-inclusion-advisory-committee/>)

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Web Page Link 8

<https://blog.resolutefp.com/2023/06/june-is-national-indigenous-history-month/>
(<https://blog.resolutefp.com/2023/06/june-is-national-indigenous-history-month/>)

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Web Page Link 9

<https://blog.resolutefp.com/2023/06/june-kicks-off-pride-season/> (<https://blog.resolutefp.com/2023/06/june-kicks-off-pride-season/>)

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Web Page Link 10

<https://blog.resolutefp.com/2023/05/moving-diversity-inclusion-and-equity-forward-in-the-forest-sector/>
(<https://blog.resolutefp.com/2023/05/moving-diversity-inclusion-and-equity-forward-in-the-forest-sector/>)

Supporting Document

No File Uploaded

Would you like to add an additional supporting document?

No

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