




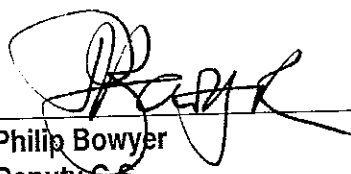
## Joint Statement on the Respect and Promotion of International Labour Standards

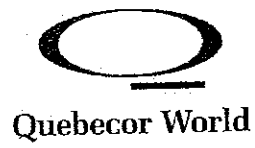
Enclosed is the Joint Statement on the Respect and Promotion of International Labour Standards between Quebecor World Inc. and UNI Global Union. This Joint Statement is a demonstration of a voluntary positive initiative on the part of Quebecor World Inc., stating that it is prepared to work with UNI Global Union, towards the respect and observance of internationally recognized standards throughout its operations and subsidiaries regardless of where they are located.

Quebecor World Inc. and UNI Global Union agree that this Joint Statement is not a legally binding document. The parties agree that neither party, individual, employee, group or entity shall have any legal recourse or liability towards Quebecor World Inc. based upon this Joint Statement.

**SIGNED IN BARCELONA, SPAIN, ON MAY 4, 2007**

  
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Julie Tremblay  
Senior Vice President,  
People and Leadership  
Quebecor World Inc.

  
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Philip Bowyer  
Deputy G.S.  
UNI



**JOINT STATEMENT ON THE RESPECT AND PROMOTION OF  
INTERNATIONAL LABOUR STANDARDS**

**BETWEEN**

**QUEBECOR WORLD INC. (THE "COMPANY")  
AND  
UNI GLOBAL UNION ("UNI")**

**1. Preamble:**

1.1 The Company and UNI affirm their mutual interest in the development and sustainability of the Company and in good industrial relations practice derived from universally accepted agreements on human and labour rights.

1.2 The Company and UNI will cooperate to give practical effect to their common interest and will:

- Create an effective channel for an ongoing dialogue between them to advance their mutual interests; and
- Affirm and implement the principles and values derived from universally accepted agreements on human and labour rights.

**2. Fundamental rights:**

UNI and the Company support fundamental rights, as defined in ILO Conventions, in particular to ensure that:

**2.1 *Employment is freely chosen***

There shall be no use of forced labour or bonded labour (ILO Convention 105).

**2.2 *No discrimination in employment***

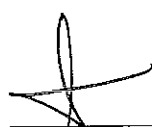
All workers shall have equality of opportunity and treatment and shall receive equal pay for work of equal value (ILO Conventions 100 and 111).

**2.3 *Child Labour is not used***

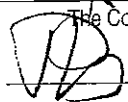
Only workers over the compulsory school-leaving age shall be employed (ILO Convention 138 and 182).

**2.4 *Freedom of association and the right to collective bargaining are respected***

- a) All workers shall have the right to form and join trade unions of their own choosing (ILO Convention 87).
- b) Where no trade union exists, the Company shall not prevent workers from organizing.
- c) The Company respects the right of trade unions to attempt to organize employees.

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The Company  
  
UNI

- d) The Company will not make the employment of any worker subject to the condition of not joining a union or relinquishing trade union membership (ILO Convention 98).
- e) The Company will not dismiss or prejudice any worker because of union membership or participation in union activities (ILO Convention 98).
- f) The Company recognizes the right of unions to represent employees and to bargain collectively on terms and conditions of employment affecting the interest of those represented employees.

### 2.5 Access to workers

The Company respects the rights of unions' representatives to have reasonable access to workplaces to enable them to carry out their representation functions (ILO Convention 135).

## 3. Health and Safety

The Company seeks to provide each worker with a clean, safe and healthy place to work.

## 4. Respect for others at work

The Company will endeavor to make policies aimed at creating respect at the workplace.

## 5. Implementation

The Company and UNI will engage in ongoing dialogue with respect to the content of this Joint Statement according to the following principles:

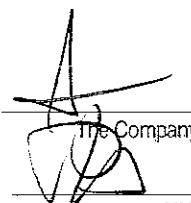
- a) The Company and UNI will work together to resolve any disagreement regarding the effective implementation of the principles of this joint statement;
- b) The Company and UNI will each appoint a contact person;
- c) The Company and a UNI delegation will meet as necessary but, at a minimum, once per calendar year.

## 6. Distribution of the Joint Statement

The Company will distribute copies of this Joint Statement within its organization. UNI will distribute copies to all its affiliates with members in the Company.

## 7. Suppliers

The Company will not knowingly use vendors or suppliers who willfully violate the principles of this Joint Statement.




The Company  
UNI

**8. Application:**

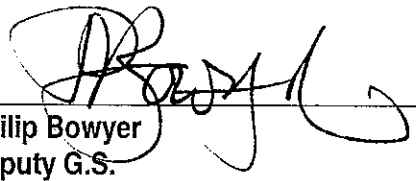
The principles set forth in this Joint Statement will apply to all Company operations and its subsidiaries regardless of where they are located.

**SIGNED IN BARCELONA, SPAIN, THIS 4<sup>TH</sup> DAY OF MAY, 2007.**



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**Julie Tremblay  
Senior Vice President,  
People and Leadership  
Quebecor World Inc.**



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**Philip Bowyer  
Deputy G.S.  
UNI**



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**Duncan Brown  
UNI Graphical**