

SUSTAINABILITY

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SUSTAINABILITY

Who is responsible for the future? At Weyerhaeuser, we have set our sights on a vibrant, sustainable future—one that holds great promise for our planet, its people, and our natural resources.



ONLINE REPORT HIGHLIGHTS

[Message from our President and CEO](#)

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[Third-party recognition for our company](#)

IN THE NEWS

[Weyerhaeuser's 2009 Sustainability Performance Available Online](#)

[Pacific Rim Bonsai Collection re-opens for Buds & Blooms Festival](#)

[Weyerhaeuser Company Named Top 100 Best Corporate Citizens](#)

RELATED LINKS

[Growing Ideas](#)

[Catchlight Energy](#)

[Business Roundtable Sustainability Report](#)

[Forest Footprint Disclosure Annual Review](#)

[Remarks at 2009 U.N. Climate Change Conference](#)

[Speech: The Intersection of Science and Sustainability](#)

[Speech: The Potential of Trees](#)

Last updated June 17, 2010.

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GOALS AND PROGRESS

Weyerhaeuser displays progress in specific areas of sustainability using a dashboard rating. Our businesses display their performance on critical measures similarly through dashboards.



SECTION HIGHLIGHTS

Since 2000, we have reduced our **direct greenhouse gas emissions** by 13 percent...[READ MORE](#).

We achieved our **long-standing safety goal** of reducing our employee recordable incident rate to less than one...[READ MORE](#).

Of all the **timberlands we own and manage worldwide**, 99 percent are certified to sustainable forestry standards...[READ MORE](#).

Since 2007, we have **reduced water use** in our cellulose fibers mills by 12.5 percent...[READ MORE](#).

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PRESIDENT & CEO MESSAGE

A Message From Dan Fulton:

For any company, the drive for sustainability begins with profitability. The last several years have been marked with tremendous change for our company, as we took action to remain strong and focused amid floundering markets and worldwide economic turmoil.

As we emerge from this challenging period, [our vision is clear](#): We will generate superior returns with sustainable land and forest solutions for the world.

I believe in this company. I believe in the remarkable, sustainable resource that we manage. I believe in the products we make to meet human needs. And I believe in our employees, whose energy and ingenuity continue to drive our company forward.

But belief is not enough to realize a vision. We must be willing and able to turn words into action.

Each of our businesses is executing strategies to deliver the financial results we need to sustain our company into the future. As we focus on this work, we will not lose sight of our other sustainability goals.

For example, while we've had systems in place for managing sustainability for years, we're working on improving how each of our businesses integrates sustainability considerations into their strategic planning and operations. We've added a new section to our website where we will [report examples of this activity](#) and rate our progress annually.

One goal our businesses have been working toward for a number of years is our commitment to [reduce our greenhouse gas emissions](#) by 40 percent from 2000 levels. By the end of 2009, we achieved a 13-percent reduction against our baseline. This is real progress, and although it is not on our original trajectory, our commitment to making steady progress has not wavered. In early 2010 we joined the [U.S. Climate Action Partnership](#), a group of business and environmental organizations that have come together to call on the federal government to quickly enact strong national climate and energy legislation that would require significant reductions of greenhouse gas emissions.

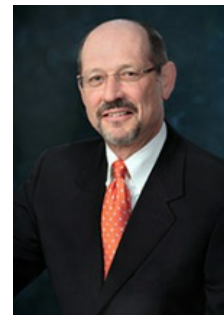
We also continue to focus on [green building activities](#). Our wood products business makes green building easier than ever before. Weyerhaeuser's entire iLevel product line recently received a "green" designation from the National Association of Home Builders Research Center, and our homebuilding business, one of the nation's largest, works closely with programs like Built Green™ and Energy Star®.

Finally, our commitment to community remains absolute, with a [renewed philanthropic strategy](#) for our Weyerhaeuser Company Foundation that focuses on local giving and strengthens support for employee volunteerism. In 2009, we recorded nearly 11,000 employee and retiree volunteer hours for projects in communities where we operate.

Growing a tree is a long-term commitment. We understand that long-term success depends on our capacity to generate superior returns while protecting our land, nurturing our forests, supporting our communities, and empowering our employees to bring useful, innovative products to market.

I invite you to browse through this online sustainability report to learn more, not only about what we're doing today, but also about how we intend to continuously improve our sustainability performance in the years to come.

Dan Fulton
President and CEO
Weyerhaeuser Company



Daniel S. Fulton

RELATED LINKS

[Watch Dan Fulton, President & CEO, describe our contributions to the Business Roundtable's Sustainability Report.](#)

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PROGRESS TOWARD SUSTAINABILITY GOALS

Using a three-point scale (exceeds, achieves or below), we use dashboards to rate our performance in key areas, such as safety and shareholder return. This chart provides a snapshot of our sustainability performance across the company. Information within each section of our sustainability website provides context to explain the rating. Follow the links inside the chart to find out more.

We update our progress as data becomes available.



PROGRESS TOWARD SUSTAINABILITY GOALS

Goal	Indicator	2008 Results	2009 Results	2009 Rating	2010 Progress
SHAREHOLDER VALUE					
We continually improve our total shareholder return	15% Return on Net Assets (total company)	1.3% RONA	-8.3% RONA	Below	To be reported in 2011
SUSTAINABLE SYSTEMS					
All timberlands are certified to sustainable forestry standards	≥95% of timberlands worldwide are certified to sustainable standards	98% worldwide	98% worldwide	Achieves	99% worldwide
Our operations have certification-ready environmental management systems	≥90% of facilities have environmental management systems which are ISO 14001-ready	92% have certification-ready EMS	94% have certification-ready EMS	Achieves	To be reported in 2011
Our business strategies incorporate sustainability considerations	Businesses demonstrate that sustainability considerations are integrated into business planning and decision making	Included on CEO goals to track for 2009 operating year	Company and business can demonstrate integration	Achieves	To be reported in 2011
EMPLOYEE WELL-BEING					
We work in an injury-free environment	Recordable incident rate is less than one	0.98 RIR	0.62 RIR	Achieves	Q1: 0.74 RIR
	65-85% of manufacturing facilities operate with zero lost-time injuries	75% facilities	67%	Achieves	Q1: 92%
Our workplace is diverse and inclusive	Maintain or improve overall workforce representation	3.2% improvement	-6.6% decrease	Below	To be reported in 2011
	Make progress in placements-against-opportunities	92.7% placement rate	117% placement rate	Exceeds	To be reported in 2011
ENVIRONMENTAL FOOTPRINT					
We continually reduce our impact on the environment	40% reduction in GHG emissions from 2000 levels by 2020	10% less than 2000	13% less than 2000	Achieves	To be reported in 2011
	20% reduction in water use at our cellulose fibers mills from 2007 levels by 2012	10% reduction	12.5% reduction	Achieves	To be reported in 2011
PRODUCT RESPONSIBILITY					
Our products are made with sustainable resources	Continue certifying all the forest products we manufacture to sustainable forestry standards	99% worldwide	99% worldwide	Achieves	To be reported in 2011
	Develop strategy that reflects our commitment to product stewardship	Set goal for 2009	Progress made	Achieves	To be reported in 2011
CITIZENSHIP					
We nourish the quality of life in our communities	The majority of our philanthropy supports programs and organizations in our operating communities	63% community 37% other	64% community 36% other	Achieves	To be reported in 2011
	We receive third-party recognition for our sustainability commitments, activities and results	25 examples	25 examples	Achieves	To be reported in 2011
GOVERNANCE					
Our corporation is governed responsibly	Comply with NYSE independent board membership requirements	92.3% independent	91% independent	Achieves	To be reported in 2011
	All salaried employees complete our annual ethics Certificate of Compliance questionnaire	100%	100%	Achieves	To be reported in 2011

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SHAREHOLDER VALUE

Everything we do depends on our ability to make quality products that our customers need. By sustaining our overall business vitality, we're able to provide jobs, pay taxes, support our operating communities, and improve our environmental performance.



SECTION HIGHLIGHTS

Our vision is to generate superior returns with sustainable land and forest solutions for the world. We continually the long-term performance of each of our businesses...[READ MORE](#)

On Dec. 15, 2010, our board of directors announced that conversion to a real estate investment trust would best support our commitment to deliver superior returns with sustainable land and forest solutions...[READ MORE](#)

For 2009, we reported a net loss of \$545 million on net sales of \$5.5 billion. In his letter to shareholders, President and CEO Dan Fulton said "I am confident in our ability to significantly improve operating performance despite the unacceptable 2009 financial results..."[READ MORE](#)

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VISION AND STRATEGY

OUR VISION

We generate superior returns with sustainable land and forest solutions for the world.

HOW WE DELIVER THE VISION

- Sustainable products that provide shelter and make lives more comfortable.
- Green energy for a growing world.
- Improved ecosystems to help ensure the health of our planet.

HOW WE OPERATE

- We will be the largest, unique, top-performing timber REIT.
- We hold ourselves accountable for earning top-quartile returns and the cost of capital.
- We execute our strategies with discipline.
- We deliver renewable, quality products and services that our customers want.
- We generate value from our assets, expertise and intellectual property.
- We reward innovation and encourage smart risk-taking.

OUR VALUES IN ACTION

- SAFETY: We operate injury-free.
- PERFORMANCE: We hold ourselves accountable for meeting customer needs and getting results.
- PEOPLE: We are engaged, diverse and inspired people who deliver superior results.
- CITIZENSHIP: We earn our public license to operate through strong community relationships.
- INTEGRITY: We make principled and ethical decisions.

For more information about our vision, strategies and performance, see information from our [annual report](#), [earnings reports](#) and [meetings with financial analysts](#).

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COMPANY STRUCTURE

On Dec. 15, 2009, Weyerhaeuser's board of directors announced that [conversion to a real estate investment trust](#) would best support our commitment to deliver superior returns with sustainable land and forest solutions. The board has not set a date for conversion to a REIT, but the earliest and most likely date would be for the year 2010.

The board of directors and senior management team believe electing REIT status is the best way to position Weyerhaeuser for long-term growth and success. The conversion would allow us to be a more tax-efficient and competitive owner, manager and buyer of timberlands. Conversion is possible with our existing business mix of Timberlands, Wood Products, Cellulose Fibers and Real Estate.

Conversion to a REIT will not change our commitment to meeting a broad range of sustainability goals.

SHAREHOLDER APPROVAL

By the end of the year of conversion, we must issue a special, taxable dividend to stockholders of our undistributed earnings and profits. As of the beginning of 2010, we expect our earnings and profits to total just under \$6 billion.

At our annual meeting on April 15, 2010, shareholders gave Weyerhaeuser their approval to issue a significant number of shares to enable the payout of earnings and profits in conjunction with our conversion to a REIT.

To make sure we have enough shares of common stock to payout the earnings and profits, shareholders also approved an amendment to our articles to increase the number of authorized common shares.

Shareholders also approved an amendment to our articles to impose ownership restrictions on shares of our common stock to facilitate our qualification for REIT status.

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FINANCIAL PERFORMANCE

To see the latest in our company's financial results, including quarterly earnings announcements, visit the [investor relations](#) section of our website. For more, see our [annual report online](#).

2009 FINANCIAL HIGHLIGHTS

As of year-end 2009

Dollar amounts in millions except per-share figures

	2008	2009
Net sales and revenues from continuing operations	\$8,018	\$5,528
Net earnings (loss)	\$(1,176)	\$(545)
Basic and diluted net earnings (loss) per share	\$(5.57)	\$(2.58)
Total assets	\$16,735	\$15,250
Capital expenditures (excluding acquisitions)	\$443	\$221
Number of common and exchangeable shares outstanding (in thousands)	211,146	211,359
Common stock price range	\$73.74 to \$28.94	\$19.36 to \$44.15

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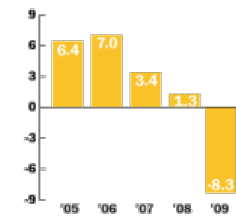
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RETURN ON NET ASSETS

Our goal is to achieve a companywide return on net assets of 15 percent over the business cycle.

Our RONA is determined by dividing our earnings before interest and taxes by our average net assets. Put simply, RONA measures the amount of money we earn compared with the cost of the assets used to produce our earnings.

RETURN ON NET ASSETS (%)



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RECENT PORTFOLIO ACTIONS

We continually assess the long-term performance of each of our businesses. We monitor the ability of each business to earn more than its cost of capital over a business cycle, compete effectively, and grow. We use these criteria to adjust our business portfolio, making focused and disciplined decisions.

FACILITIES PERMANENTLY CLOSED, ANNOUNCED FOR SALE, OR ANNOUNCED INTENT TO BUILD 2008 AND 2009

Type of facility	Location	Disposition
Cellulose Fibers processing plant	Gdansk, Poland	Announced intent to build
Trus Joist® Commercial division	Various	Sold
7 U.S. Distribution Facilities	Various	Sold
10 U.S. Distribution Facilities	Various	Closed or closure announced
Albany Trucking	Albany, OR	Sold
Softwood lumber	Warrenton, OR	Sold
	Coburg, OR	Closed
	Green Mountain, WA	Closed
	Carrot River, SK	Sold
	Aberdeen, WA	Closed
	Dallas, OR	Closed
	Wright City, OK	Closed
	Kamloops, BC	Closed
Veneer and plywood	Lebanon, OR	Closed
	Taylor, LA	Closed
Engineered wood products	Aberdeen, WA	Sold
	Hudson Bay, SK	Sold
	Valdosta, GA	Closed
	Hazard, KY	Closed
Strand technology	Junction City, OR	Sold
	Mramichi, NB	Closed
	Drayton Valley, AB	Closed
Hardwood Lumber	Delta, BC	Closed

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SUSTAINABLE SYSTEMS

We manage our environmental and social performance through a systematic approach. We use these systems to continually improve our sustainability performance.



SECTION HIGHLIGHTS

We are included in the [Business Roundtable 2010 Sustainability Progress Report](#), which highlights what member companies are doing to make their communities stronger and more sustainable, their products greener and more innovative and their operations cleaner and more efficient...[READ THE REPORT](#) and [WATCH OUR CEO'S VIDEO MESSAGE](#)

The investor-backed organization [Forest Footprint Disclosure](#) named us best performer in the Industrial and Auto sector for leadership in managing our operations and supply chains to minimize the effects on forests worldwide...[READ THE REPORT](#)

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INTEGRATING SUSTAINABILITY INTO OUR BUSINESS

We understand that commitment to sustainability requires more than just words. We must be able to demonstrate that we consider sustainability not only when developing our long-term strategy, but also when conducting our day-to-day operations. For us to achieve our sustainability goals, we must fully integrate sustainable thinking into our business model.

In 2009, our company and individual businesses each demonstrated that sustainability considerations are integrated into planning and decision-making. For the purposes of our internal rating system, sustainability considerations include activities that:

- Increase economic viability
- Ensure an injury-free workplace
- Promote the well-being of communities where we are located
- Conserve natural resources and energy
- Reduce environmental footprint
- Promote responsible and transparent product stewardship

In 2009, we rated ourselves an “achieves” in this area, based on the following activities across the company:

Company	<ul style="list-style-type: none"> • Took action to ensure the economic viability of key businesses and operations coming out of the economic downturn, including divesting nonperforming assets and announcing our intent to convert to a real estate investment trust • Incorporated sustainability into the strategic vision for the company, developed by the senior management team and supported by the board of directors • Adjusted our total pay and benefits program to ensure long-term affordability while continuing to deliver a competitive overall package that will attract and retain employees over the long term • Improved overall safety performance across the company, with a recordable incident rate of less than one and more than two-thirds of our facilities operating injury-free • Reaffirmed our commitment to communities where we operate by ensuring our Company Foundation strategy focuses on local giving.
Timberlands	<ul style="list-style-type: none"> • Developed strategic plan for new business models that focus on expanding our capacity to offer sustainable solutions to new markets • Made a commitment to quantify and evaluate sustainability and life-cycle impacts with respect to biomass and our work with Catchlight Energy • Maintained commitment to third-party certified, sustainable forest management certification
iLevel (Wood Products)	<ul style="list-style-type: none"> • Achieved green-building certification of iLevel products • Deployed Next Phase software, a whole-house design approach that reduces waste in construction and improves energy efficiency • Rolled out LEAN initiative in several locations, which reduces waste in production and sales • Replaced old lighting fixtures with high-efficiency lighting in our lumber mills
Celulose Fibers	<ul style="list-style-type: none"> • Made commitment to work with Lenzing to develop compostable and biomass-based wipes to replace petroleum-based products • Announced plans to build a modified fiber mill in Gdansk, Poland, which will move the product manufacture closer to consumers • Made a commitment to evaluate our ability to increase green energy production from pulp mills • Continued progress towards our water use reduction goal
Weyerhaeuser Real Estate Company	<ul style="list-style-type: none"> • Expanded our use of environmentally sensitive product components as standard features and available upgrades in our homes • Enhanced consumer awareness about the benefits of sustainable construction methods and environmentally sensitive component products • Pursued low-impact land development strategies to effectively manage storm water flows and promote water conservation
Research & Development	<ul style="list-style-type: none"> • Aligned our R&D portfolio and resources to focus solely on producing products and materials from sustainable and renewable forest resources • Focused R&D on initiatives that could result in displacing the use of fossil fuels used in transportation with cellulosic based fuels (Catchlight Energy) • Focused R&D efforts on displacing asbestos used in cement products with sustainable biomass • Made a commitment to better understand ecosystem impacts of commercial forestry including groundwater, wildlife, habitat, and biodiversity

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RISK MANAGEMENT SYSTEMS

We have a disciplined process for setting companywide strategic direction environmental, health and safety, social and public policy matters. This direction-setting process guides company behavior on market-driven issues such as climate change and endangered forests.

Supporting the direction-setting process are systems that give our senior management team information to make good decisions and effectively implement them.

[Our Systems](#) ▼

[Our Management Structures](#) ▼

[Environment, Health and Safety Policies](#) ▼

OUR SYSTEMS

Our primary systems for evaluating potential risks and implementing leadership direction are:

- Internal audits of our environmental compliance with government regulations, voluntary standards and company policies.
- Environmental management systems, which provide a disciplined approach to implementing our environmental policy and evaluating performance results.
- The Weyerhaeuser Safety Strategy – Safe from the Start – which lays out the basic framework of our safety strategy and the five elements of world-class safety.
- The Safety and Health Information Management System, which enables us to report incidents. With the resulting investigation information, we track the progress of corrective actions, analyze company trends, and identify potential future risks in health and safety performance.
- The Health and Safety Exchange, which assesses a facility's ability to identify, manage and control health and safety risks.

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OUR MANAGEMENT STRUCTURES

All managers share responsibility for implementing policy on environmental and social matters. They are supported by our management structures:

- The Environment, Health and Safety Council, a cross-business panel of leaders that is accountable to our senior management team, oversees the environmental, health and safety direction-setting process. The council prioritizes issues, analyzes relevant information, recommends company policies, and reviews the effectiveness of company decisions. With recent organizational changes, we are currently evaluating the best structure for the EHS Council going forward.
- Staff professionals in health, safety and environment, as well as public and regulatory affairs, who provide technical expertise to evaluate our performance; identify opportunities, risks and external trends that could affect the company; and provide recommendations to establish optimum performance.
- Cross-functional issue-management teams that recommend strategy and manage our response to environmental, health and safety, social and public policy issues.

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ENVIRONMENT, HEALTH AND SAFETY POLICIES

Our health and safety policy reflects a company commitment based on caring for our employees. The policy brings focus to accountability, and is aligned with our safety strategy. See the [Health and Safety Risk Management Core Policy](#) section for more information. Our environmental policy outlines our expectations for all of our businesses to be responsible environmental stewards. See the [Environmental Core Policy](#) for more information.

To support these policies, managers and employees need to understand what both the law and the company require of them, as well as have the knowledge and tools to succeed. Our competency standard for employees with environment, health and safety responsibilities outlines the competencies needed at our operations. Our corporate Environmental, Health, Safety and Sustainability group provides training and other resources to help maintain and improve subject matter expertise in our operations.

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ENVIRONMENTAL SYSTEMS

We are committed to responsible environmental stewardship wherever we operate. Our employees, whether they work in a forest, factory or suburban office, are responsible stewards of the air, land and water.

A comprehensive set of systems and policies supports our environmental stewardship. Company leaders oversee our policies starting with the board of directors. The board evaluates environmental issues and social trends in its company direction-setting process. The senior management team carries out that direction by setting strategic environmental direction and expectations. This environmental strategy is supported by:

- A companywide environmental policy
- Implementation standards and management systems
- Independent certification of our compliance with sustainable forestry standards
- Annual measurement and reporting
- A staff organization skilled in environmental issues management, regulation and compliance

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ENVIRONMENTAL CORE POLICY

It is Weyerhaeuser's core policy to be responsible stewards of the environment wherever we do business. We will practice sustainable forestry, set and meet goals to reduce pollution, conserve natural resources and energy, and continually improve our environmental performance.

All employees and leaders worldwide are accountable for managing and operating our businesses to:

- Comply with all applicable environmental laws.
- Follow company environmental standards.
- Meet other external requirements to which the company commits.

Business activities will be conducted to:

- Employ environmental management systems to achieve company expectations.
- Manage the environmental impacts of our business activities and products, including innovative and advanced technology solutions.
- Promote environmental laws, policies and regulations that are based on sound science and that incorporate incentive-based approaches to improve environmental performance.
- Adopt company standards to protect the environment.
- Manage forestlands for the sustainable production of wood while protecting water quality, fish and wildlife habitat; soil productivity; and cultural, historical and aesthetic values.
- Audit compliance with environmental laws, policies, regulations and company requirements.
- Resolve noncompliance conditions promptly, including curtailing operations when necessary to protect human health and the environment.
- Track and publicly report on our environmental performance.

All leaders are responsible for:

- Ensuring environmental management systems are aligned with operational systems and function to achieve compliance and company expectations.
- Ensuring that they and their personnel understand environmental requirements and obligations.
- Holding employees accountable for their environmental responsibilities.
- Providing technical and financial resources to achieve and maintain compliance with environmental laws and regulations.

Employees are responsible for:

- Understanding that environmental responsibility is a critical part of their job.
- Meeting the requirements and expectations of this core policy and related Company environmental functional policies and standards.
- Ensuring they acquire education and training to enable them to carry out their environmental responsibilities.
- Supporting efforts to identify and apply environmental best management practices.
- Demonstrating a personal commitment to stewardship and environmental protection through resource allocation, advocacy and action.

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ENVIRONMENTAL MANAGEMENT SYSTEM

To track performance and ensure we meet our goals, Weyerhaeuser uses ISO 14001 environmental management systems. This standard, set by the International Organization for Standardization, outlines the key elements of an effective environmental management system that will achieve its environmental and economic goals. An environmental management system defines how to effectively manage an operation's environmental aspects-by setting clear objectives, documenting best practices, and establishing processes that promote continuous improvement and provide a record of performance against goals. We have implemented environmental management systems in all our manufacturing facilities and managed forests.

Each operation sets targets appropriate to its circumstances. As each unit improves, so does the company's performance as a whole, continually reducing our environmental footprint. A comprehensive "environmental essentials" training tool is available for employees who manage such issues at their sites.

In our forests and manufacturing facilities, we've instituted environmental management systems that meet ISO 14001 standards, but the decision to take the additional step of registering those systems with the ISO depends on the value to the business. As of year-end 2009, 26 percent of our manufacturing facilities have an EMS registered to ISO 14001, and 94 percent of our manufacturing facilities have an EMS in place that meets ISO 14001 standards but has not been formally registered to ISO 14001.

We also audit our conformance with ISO 14001 environmental management systems. In our managed forests, we complete annual internal audits of the EMS and ensure accountability by reviewing the internal audit results and follow-up actions items with top management.

Conformance with ISO 14001 environmental management systems in our manufacturing facilities is included as part of our internal [environmental compliance audits](#).

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100%

Percentage of our North American forestlands certified to SFI standards

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ENVIRONMENTAL AUDITS

WE SELF-AUDIT TO MEET PERFORMANCE STANDARDS

Weyerhaeuser maintains an environmental audit program to track compliance with environmental laws and our own policies. Our program includes compliance audits of our manufacturing facilities and management systems. In addition to identifying potential risks and areas for improvement, these audits also identify best practices, which can be shared across the company or with like-operations, as applicable. The frequency of audits at an operation depends on the level of risk associated with the operation and past environmental performance.

In 2009, internal environmental compliance audits covered approximately 33 percent of our manufacturing operations. Our environmental compliance audits identify instances where operations may not comply with either regulatory requirements or company environmental policies. When noncompliance issues are identified, a corrective action plan is developed and implementation is tracked to ensure timely resolution.

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RESPONSIBLE FIBER SOURCING

Internationally accepted standards now allow stakeholders to judge whether a company is following responsible, sustainable forestry practices and effectively managing its environmental impacts. Weyerhaeuser supports the use of these standards, including having independent, external auditors verify a company's compliance.

We support third-party certification as a means of demonstrating our commitment to the responsible sourcing that our customers and the public expect.

Early in 2010, the investor-backed organization [Forest Footprint Disclosure](#) recognized Weyerhaeuser for leadership in managing our operations and supply chains to minimize the effects on forests worldwide. Weyerhaeuser was the only U.S.-based company named best performer in the Industrial and Auto sector.

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CERTIFICATION STANDARDS

Types of Standards

Sustainable Forest Management Standards

Certification of Weyerhaeuser forests

Why Weyerhaeuser Chose SFI

What Independent Observers Think of the Standards

TYPES OF STANDARDS

Two types of standards promote responsible environmental practices, and Weyerhaeuser embraces them both.

The first type is unique to forestry and specifies particular environmental practices, such as prompt reforestation of logged areas and protection of streams and wildlife habitat.

Three forestry standards are specific to North America:

- [American Tree Farm System \(ATFS\)](#)
- [Canadian Standards Association \(CSAZ809\) Sustainable Forest Management standard](#)
- [Sustainable Forestry Initiative® \(SFI®\) standard](#)

There are also two international "umbrella" programs:

- [The Forest Stewardship Council](#), an international standard with regional variations. The FSC standard originally was developed for tropical areas where effective governmental regulations of forestry practices did not exist. FSC standards in North America (although not in some other regions) generally discourage some silvicultural practices that are important to intensive, commercial forest management.
- [The Programme for the Endorsement of Forest Certification](#), an international umbrella organization for the assessment and mutual recognition of national forest certification standards. It now endorses 28 sustainable forest management standards (including SFI, CSA and ATFS), which account for more than 540 million acres of certified forestland.

The second type of standard prescribes the management systems and practices needed to ensure that a company's environmental policies and standards are effectively implemented. The most widely accepted standard is the [International Organization for Standardization ISO 14001 Environmental Management System](#).

[Find out more about forest certification in this report.](#)

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SUSTAINABLE FOREST MANAGEMENT STANDARDS

In the 1990s, concern over forest conservation prompted the establishment of several different sustainable forest management standards. The differences between these standards were, and to some extent still are, a function of their origins. They were founded by different interests and tailored to national differences in government regulation. Over time, however, business realities and societal expectations have narrowed the differences. Many [independent observers](#) now believe that all of the major certification systems are credible standards for sustainable forestry. All have third-party certification procedures that validate a participant's compliance with the requirements in the standards.

Certification to all the major sustainable forest management standards ensures that forests are managed in ways that:

- Address both timber and nontimber forest values
- Maintain forest productivity and biodiversity
- Protect soil and water
- Offer aesthetic, recreational, cultural, and wildlife benefits

The development and administration of sustainable forest management standards are controlled by independent boards. These boards have representation from environmental organizations, forest products companies, and the wider forestry community and represent the environmental, social, and economic values required for sustainable practices.

With the exception of the American Tree Farm System, sustainable forest management standards also set rules for documenting the source of wood used in a product and the conditions under which a product can carry a certified product label.

Find more about our [environmental management system standards](#).

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CERTIFICATION OF WEYERHAEUSER FORESTS

All of Weyerhaeuser's timberlands operations have environmental management systems that are aligned with the ISO 14001 standard. In addition:

- All of our North American timberlands have been independently certified as meeting the requirements of the SFI standard.

- We certified part of the land we manage in Uruguay to the FSC South American plantation standard (9,000 out of 140,000 hectares). The remainder is managed to the requirements of our internal sustainable forestry policy, which ensures that all Weyerhaeuser-managed forestlands are managed to a consistently high level of stewardship. We are collaborating with others in Uruguay to finalize the Uruguayan sustainable forestry standard and gain recognition from the Programme for the Endorsement of Forest Certification.
- Land we own in China is managed to the requirements of our internal [sustainable forestry policy](#).

To find out more about the certification of our operations, read about our [environmental management systems](#) and [certification of our forests](#).

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WHY WEYERHAEUSER CHOSE SFI®

We chose to use the Sustainable Forestry Initiative® standard for our U.S. and Canadian operations because it:

- Is accepted in the marketplace and satisfies our own and our customers' procurement policies.
- Reflects the legal institutions and requirements in North America.
- Offers the best fit with our management strategies to derive economic, environmental, and social benefits from the forests we manage.

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WHAT INDEPENDENT OBSERVERS THINK OF THE STANDARDS

Independent organizations have verified that the standards established by the Canadian Standards Association, Forest Stewardship Council, Programme for the Endorsement of Forest Certification, and Sustainable Forestry Initiative® are all credible systems. For example:

- The Central Point of Expertise on Timber, which is the United Kingdom's government agency that assesses forest certification systems, determined that SFI, CSA, PEFC, and FSC fully meet the agency's criteria for evidence of legal and sustainable sources of forest products.
- In 2008, the Canadian Council of Forest Ministers issued a statement on forest certification standards in Canada saying: "The forest management standards of the Canadian Standards Association, the Forest Stewardship Council, and the Sustainable Forestry Initiative are all used in Canada. Governments in Canada accept that these standards demonstrate, and promote the sustainability of forest management practices in Canada." Governments in Canada accept that these encourages the use of wood or wood products certified to a credible third-party sustainable forest certification program, including SFI.
- The U.S. General Services Administration Solicitation for Offers requirement (Section 7.4) encourages the use of certified wood for all new installations of wood products, and references FSC United States and SFI for more information.
- Public Works and Government Services Canada requires all wood products used in its building projects to be certified under one of the three certification programs that operate in Canada: SFI, the Canadian Standards Association or the Forest Stewardship Council. The department believes all three programs effectively promote more sustainable management of Canada's forest resources.
- Terrachoice Environmental Marketing lists the SFI label as a credible eco-label in its 2009 Seven Sins of Greenwashing.

To learn about what certification says about our products, see the [Environmental Footprint section](#).

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SUSTAINABLE FORESTRY POLICY

We manage our forests for the sustainable production of wood and wood products that meet our customers' needs. We are committed to independent certification of our forest management and to meeting the principles and objectives of applicable forest certification systems. The elements of Weyerhaeuser's policy apply to company-owned and -managed lands worldwide.

- We harvest at sustainable rates over the long term.
- We encourage the use of nontimber products and services from the forest.
- We reforest promptly after harvesting by planting within the first available planting season, not to exceed 24 months, or by planned natural-regeneration methods within five years or as provided in an applicable license.
- We employ reliable processes in using forest chemicals to meet our silvicultural and environmental objectives in compliance with applicable laws, best management practices and label directions, and in conformance with applicable certification standards.
- We protect soil stability and ensure long-term soil productivity by using equipment and practices appropriate to the soil, topography and weather to minimize erosion and harmful soil disturbance.
- We use forestry practices and technology to retain organic matter and soil nutrients.
- We maintain healthy forests and minimize losses caused by fire, insects and disease.
- We meet or exceed applicable water-quality laws and best management practices to protect water quality, water bodies and riparian areas.
- We protect water quality by practicing sound road construction and maintenance.
- We provide a diversity of habitats for wildlife and contribute to conservation of biological diversity through practices or programs that address habitat diversity and conservation of plants and animals at multiple scales in accordance with applicable certification programs or other locally accepted standards.
- We protect threatened and endangered species and cooperate with government agencies to determine how our forestlands can contribute to their conservation.
- We consider aesthetic values by identifying sensitive areas and adapting our practices accordingly and in conformance with applicable certification standards.
- We identify special ecologic, geologic, cultural and historical sites and manage them in a manner appropriate for their unique features.
- We minimize waste in our harvesting.

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WOOD PROCUREMENT POLICY

It is Weyerhaeuser's policy to work to ensure that we and our sources comply with the law and do not cause or encourage destruction of forest areas at risk of loss from unsustainable practices. These areas are identified in guidelines issued under this standard, and include remaining natural forest in biodiversity hot spots and major tropical wilderness areas as defined by Conservation International as of July 1, 2002.

Within the regions in which we and our sources operate, Weyerhaeuser works with governments, environmental nongovernmental organizations, indigenous peoples and communities to identify and help protect forest areas that are priorities for conservation.

In the United States and some other areas, Weyerhaeuser also operates in conformance with the Sustainable Forestry Initiative® standard. When operations using the SFI® standard are procuring externally sourced logs and chips for use in Weyerhaeuser manufacturing and chipping facilities or by Weyerhaeuser log customers, Weyerhaeuser operates in compliance with SFI's procurement principles and objectives.

Weyerhaeuser will not knowingly purchase wood, wood fiber or products for distribution that originate from illegal logging. Weyerhaeuser will also not harvest or purchase wood, wood fiber or products for distribution from forest areas at risk of loss as described in guidelines issued under this standard unless the sources have been independently certified or verified as well managed.

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ENVIRONMENTAL COMPLIANCE

Our environmental policy requires all employees to comply with environmental laws, company environmental standards, and other external company commitments.

Weyerhaeuser maintains environmental audit programs to track compliance with environmental laws and our own policies. Our program includes compliance audits of our manufacturing facilities, forests, and management systems. In addition to identifying potential risks and areas for improvement, these audits also identify best practices, which are then shared across the company. The frequency of audits at an operation depends on the level of risk associated with the operation and past performance.

CAPITAL SPENDING

Our capital projects typically are designed to enhance safety, extend the life of a facility, increase capacity, increase efficiency, change raw material requirements, or increase the economic value of assets or products, as well as to comply with regulatory standards.

It is difficult to isolate the environmental component of most manufacturing capital projects. Our capital expenditure for environmental regulatory requirements in 2009 were an estimated \$1 million (approximately 1 percent of total capital expenditures). In 2010, we expect capital expenditures for environmental compliance to be about \$1 million (approximately 1 percent of expected total capital expenditures). These capital expenditures exclude acquisitions and Real Estate.

ENVIRONMENTAL REMEDIATION

We maintain an environmental remediation program to fulfill our responsibilities under regulatory agreements, reduce the risk of environmental harm, and reduce the potential financial liability because of past practices at sites owned, acquired or divested by Weyerhaeuser; certain third-party sites; and Superfund sites where we have been named as a potentially responsible party.

- Since this program's inception in 1991, 266 remediation projects have been completed.
- In 2009, we had 56 active projects and spent approximately \$5 million on environmental remediation. We expect to spend approximately \$8 million on environmental remediation in 2010.

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INCIDENTS AND PENALTIES

Despite our commitment to operate in compliance, we sometimes experience incidents of noncompliance. In 2009, our penalties decreased from 2008.

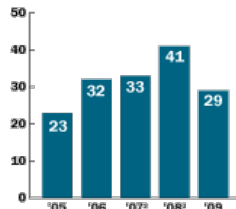
U.S. AND CANADIAN ENVIRONMENTAL NONCOMPLIANCE PENALTIES

In thousands of U.S. dollars

	2005	2006	2007 ¹	2008 ²	2009
Fines and penalties	\$87	\$289	\$15	\$131	\$80
Supplemental environmental projects³	\$19	\$108	\$9	\$1	\$0

1. Weyerhaeuser Real Estate Company data first included in 2007.
2. 2008 data includes facilities sold in August 2008 to International Paper.
3. As part of environmental enforcement settlements, regulatory agencies may allow companies to fund community programs aimed at improving environmental awareness or resources.

ENVIRONMENTAL NONCOMPLIANCE INCIDENTS IN THE UNITED STATES AND CANADA¹



¹ Incidents include items disclosed, notices of violations and/or penalties. Incidents not fully resolved by year-end carry over and add to the number of incidents counted the following year.

² Weyerhaeuser Real Estate Company data first included in 2007.

³ 2008 data includes facilities sold in August 2008 to International Paper.

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HEALTH AND SAFETY SYSTEMS

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Health and Safety Exchange ▼

Record Keeping ▼

Our commitment to employees' health and safety is absolute. Caring for people is our company's highest value. We want all employees to return home safely each and every day of their working lives.

We achieved our goal of a less-than-one recordable incident rate, and have demonstrated that this performance is sustainable. We have the right processes, training, tools, communications, activities and behaviors in place. We are placing the correct level of attention on employee and contractor safety. We are now on a journey to an injury-free Weyerhaeuser for employees and contractors.

The effectiveness of our safety management systems, as with our environmental and financial compliance systems, is a function of leadership and accountability.

OUR HEALTH AND SAFETY STRATEGY DRIVES OUR SAFETY PERFORMANCE

The companywide strategy, "Safe from the Start: Our Approach to Safety," defines five basic elements of the company's approach to managing safety:

- Have committed leadership
- Be employee-driven
- Do the basics well
- Focus on the greatest potential improvements
- Recognize and manage risk

Key companywide tools that support this approach include:

- Annual companywide performance objectives
- A standard process to report and investigate incidents
- A database to manage incident data
- An audit process to assess regulatory compliance and continuous improvement
- Online training available to all employees
- Robust communications

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INCIDENT INVESTIGATION AND REPORTING

Preventing injuries necessitates learning from safety incidents. Our incident investigation standard requires that all incidents be reported, recorded and investigated according to defined processes based on the type and severity of the incident. Causes must be identified and action taken to prevent recurrence.

INFORMATION MANAGEMENT SYSTEM

An important part of promoting safety is collecting and analyzing data about our incidents and near misses. Our Safety and Health Information Management System enables us to report incident data and the resulting investigation information, track the progress of corrective actions, analyze company trends and identify potential future risks in health and safety performance. Information is collected on:

- Work-related injury and illness
- Environmental incidents
- Near mishaps
- Property damage
- Vehicle incidents
- Process Loss
- Product Damage/Loss

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HEALTH AND SAFETY EXCHANGE

The Health and Safety Exchange is a primary way we assess and improve the health and safety management systems at Weyerhaeuser locations. This set of criteria enables visiting auditors or facility personnel themselves to assess a site's management and control of health and safety risks in 11 areas:

- Leadership in health and safety
- Employee-driven
- Work-site analysis
- Incident investigation
- Hazard prevention and control
- Inspections
- Industrial hygiene
- Integrated health management/occupational health

- Emergency preparedness
- Training
- Business focus activities

All North American operations are reviewed against these areas at least once every three years.

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RECORD KEEPING

Accurate reporting and record keeping are important to our safety management system. They provide a solid foundation for reporting and tracking incidents. They also enable us to analyze trends so we can implement effective safety processes and prevent injuries. We expect accurate record keeping, and we are working diligently to improve our accuracy through record keeping audits and training. Our record-keeping accuracy rate for 2009 was 93.8 percent, just below our goal (95 percent) but above the average level found by OSHA inspections at companies across the United States (90 percent).

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HEALTH AND SAFETY POLICY

It is Weyerhaeuser's core policy and highest priority to protect the health and well-being of all employees through the prevention of injury and illness at work. This commitment is based on caring for our employees.

EXPECTATIONS

Business activities will be conducted to:

- Focus on preventing incidents to achieve a workplace that is free from work-related injury and illness and to enable employees to complete each workday and their work life in good health
- Achieve full compliance with all applicable legal requirements and company standards
- Identify and respond to any public health impacts of our operations and the use of our products and services
- Treat injured employees with dignity and respect and provide the best medical treatment for workplace injury and illness
- Effectively manage illness and injury and reduce associated costs
- Maintain a workplace free of the effects of alcohol and other drugs of abuse

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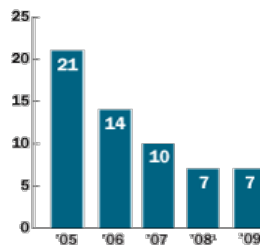
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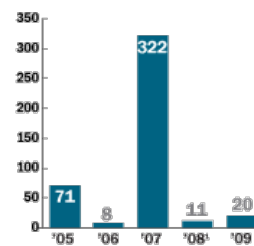
We conduct health and safety regulatory compliance audits in all of our manufacturing businesses to ensure compliance with all applicable regulatory requirements and company standards.

NUMBER OF HEALTH AND SAFETY COMPLIANCE CITATIONS IN THE UNITED STATES AND CANADA



* 2008 data includes facilities sold in August 2008 to International Paper.

HEALTH AND SAFETY FINES AND PENALTIES IN THE UNITED STATES AND CANADA (in thousands of U.S. dollars)



* 2008 data includes facilities sold in August 2008 to International Paper.

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STAKEHOLDER ENGAGEMENT

The way we engage with our stakeholders varies according to the nature of our relationship with them. However, there's at least one quality common to each of these relationships: We listen and are open to change so we can strengthen our performance.

TYPES OF STAKEHOLDER ENGAGEMENT

Customers

- Forums at which customers learn about and discuss Weyerhaeuser forestry, fiber sourcing and environmental practices
- Field trips to company forestlands and operations to provide firsthand inspection of those practices
- At customer request, advice on the development of procurement policies and supplier-qualification processes that encourage sustainable forestry
- Responses to customer surveys and other inquiries regarding our environmental performance
- Day-to-Day contact through sales and marketing personnel

Investors

- Visits with our executives
- Regular two-way discussions with institutional shareholders
- Annual investor meeting and periodic investment presentations available via webcast
- Earnings conferences that are webcast and available on our website
- An investor website, annual investor guide and readable 10-K
- In-depth education about the company and industry

Employees

- Quarterly forums involving employees and company leaders, including the CEO, with webcast viewing for distant facilities and regular question-and-answer sessions
- An internal companywide news website that features daily updates, videos, interactive polls and reader comments
- A "Says you!" section of our online news center where employees can share opinions and observations about current events internal and external to the company
- Regular internal newsletters distributed to employees within business and functional groups
- A comprehensive employees-climate survey measuring key indicators of employee satisfaction
- A sustainability-themed blog written by our Corporate Affairs senior vice president

Communities

- Cooperation with local elected and appointed government officials and community leaders on company issues that affect the community
- Public consultation processes in Canada and community advisory panels in the United States
- Dialogue with individuals who voice concerns about how our operations affect them
- Philanthropic contributions and employee volunteerism (see the [Citizenship](#) section for more information)
- Tours in some locations and learning centers in others providing opportunities to learn about sustainable forestry and manufacturing

Suppliers

- Outreach efforts to promote sustainable forestry practices among owners of small forests that supply our mills (see [Promoting Sustainable Forestry](#) in the Environmental Footprint section for more about suppliers)

Nongovernmental Organizations

- One-on-one dialogue
- Partnerships to conduct wildlife, biodiversity and other environmental research
- Community consultation
- Support for organizations that promote sustainable business practices
- Participation in local, regional, national and global forums with multiple stakeholders

NONGOVERNMENTAL ORGANIZATIONS AND ALLIANCES WITH WHICH WEYERHAEUSER IS ENGAGED

- Canadian Boreal Initiative
- Climate, Community and Biodiversity Alliance
- The Conservation Fund
- Conservation International, Business and Biodiversity Council
- Ducks Unlimited Inc. and Ducks Unlimited Canada
- Environmental Defense Fund
- Environmental Law Institute
- Forest Carbon Working Group
- Keystone Center
- Mountains to Sound Greenway Trust
- National Wild Turkey Federation
- The Nature Conservancy
- Nature Trust of British Columbia
- Pew Center for Global Climate Change, Business Environmental Leadership Council
- Resources for the Future
- U.S. Climate Action Partnership
- U.S. Green Building Council
- World Business Council for Sustainable Development
- World Resources Institute
- Yale Forest Forum—The Forests Dialogue

STAKEHOLDER INQUIRIES FOCUS ON ENVIRONMENTAL PRACTICES

We track all requests for information and issues customers and other stakeholders care about. In 2009, customer and stakeholder interest in the company's practices focused primarily on:

- Carbon footprint
- Green building
- Forestry practices
- Environmental management system certification
- Sustainable forestry management certification
- Chemical content and use

- Regulatory compliance
- Product-specific information, such as origin of fiber

We welcome these opportunities to answer customer and stakeholder questions about our practices and to share information about the company.

Last updated May 28, 2010.

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GRASSY NARROWS

Weyerhaeuser is committed to supporting the process to find lasting and inclusive solutions to the issues around the Whiskey Jack Forest. [Read more...](#)

RAINFOREST ACTION NETWORK

In 2004, Weyerhaeuser became the target of a market campaign led by the Rainforest Action Network primarily focused on forestry practices in Canada. In regular discussions with RAN, we identified common goals. These include protecting wildlife habitat, fighting illegal logging, and using independent certification to ensure wood products are produced in an environmentally responsible way. We retained a professional facilitator, agreed to by both sides, and met regularly with RAN to discuss their concerns, provide current information about Weyerhaeuser's forestry and environmental practices, and find common ground that could bring about a resolution. RAN's concerns now center around the Grassy Narrows issue.

Last updated June 17, 2010.

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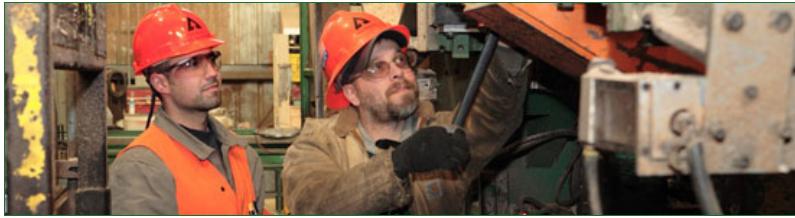
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EMPLOYEE WELL-BEING

To succeed, we must inspire ingenuity, nurture talent and create an inclusive workplace where people thrive and grow. And we must balance this work with our other business needs.

Weyerhaeuser is committed to the well-being and success of all of our employees.



SECTION HIGHLIGHTS

We achieved our long-standing safety goal of reducing our employee recordable incident rate to less than one...[READ MORE](#)

In 2009 we held 54 enterprise-wide classes, 16 business or region-wide classes, and 147 online or virtual classes for our employees...[READ MORE](#)

Our lumber mill team in McComb, Mississippi, refocused on the basics to fight its way back to exemplar safety performance after an increase in injuries...[READ MORE](#)

Last updated June 17, 2010.

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EMPLOYER OF CHOICE

The forest products industry is highly competitive. Work force demographics in North America are rapidly changing. In this dynamic environment, Weyerhaeuser must attract, engage and retain diverse talent to help us safely deliver on our commitments to customers and shareholders.

Our goal is to have current and prospective employees consistently recognize Weyerhaeuser as a preferred place to work. We accomplish this by:

- Maintaining a strong company culture that emphasizes safety, ethical conduct and environmental responsibility.
- Offering a unique employment experience that includes:
 - A competitive compensation and benefits package
 - An inclusive, performance-driven culture that rewards results
 - Challenging, satisfying work
 - Education, training, growth and advancement opportunities
 - The opportunity to be part of a highly respected company
- Identifying and closing any gaps between what we say and what we do:
 - Our businesses annually update work force plans to proactively address challenges.
 - We conduct a regular climate survey to gather feedback from employees about our work environment
 - We routinely implement best practices across the company to improve performance in areas such as leadership development, cross-business teaming, and diversity improvement planning.

Find more information about our [Ethics and Business Conduct](#) and [Environmental Systems](#).

Our next climate survey will be held in 2010. In 2008, we conducted an online survey that, in part, assessed employee engagement. All U.S. salaried and non-union hourly employees received the survey and 66 percent responded. The results show that:

- 73 percent would recommend Weyerhaeuser as a good place to work
- 71 percent would prefer to work for Weyerhaeuser even if a comparable job with comparable pay and benefits was available at another employer
- 83 percent believe Weyerhaeuser conducts its activities with honesty and integrity
- 63 percent have confidence in the information they receive from management

RELATED LINKS

[Weyerhaeuser Locations](#)

Last updated May 28, 2010.

83%

Number of U.S. salaried employees who believe Weyerhaeuser conducts itself with honesty and integrity

73%

Number of U.S. salaried employees who would recommend Weyerhaeuser as a good place to work

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EMPLOYMENT DATA

We had offices or operations in 13 countries with 14,888 employees, primarily in the United States and Canada, as of Dec. 31, 2009. Our employees work in a variety of roles, from scientists, engineers, architects and financial specialists to forestry, trade and craft workers. Each individual plays an important part in developing solutions to meet the world's challenges.

EMPLOYMENT STATISTICS

Total number of global employees (as of Dec. 31, 2009)	14,888
Average number of years with the company (North American employees as of Dec. 31, 2009)	16
North American employees younger than 30 years (as of Dec. 31, 2009)	8%
Average age of North American employees (as of Dec. 31, 2009)	46.6
Percentage of employees in the United States and Canada	95%
Countries where we have employees	13
Employees represented by unions	27%

EMPLOYEE TURNOVER (2009)

Involuntary terminations in North America ¹	28%
Voluntary terminations in North America (includes retirements)	5%
Overall North American employee turnover	33%

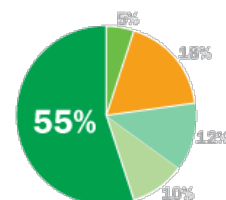
1. The involuntary terminations in 2009 included employees affected by asset changes, closing or selling facilities, and business unit reorganizations.

TURNOVER BY AGE GROUP IN NORTH AMERICA (2009)

Age Group	Percentage turnover of females (involuntary) ¹	Percentage turnover of males (involuntary) ¹	Percentage turnover of females (voluntary)	Percentage turnover of males (voluntary)
< 30 years old	2	7	1	3
30-49 years old	11	30	1	4
50 and over	9	27	1	5
TOTAL number of individuals who left the company	1,155	3,479	185	612

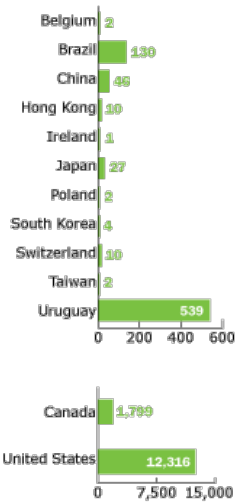
1. The involuntary terminations in 2009 included employees affected by asset changes, closing or selling facilities, and business unit reorganizations.

PERCENTAGE OF NORTH AMERICAN EMPLOYEES IN EACH SEGMENT



Real Estate
Cellulose Fibers
Corporate Functions
Timberlands
Wood Products

**WEYERHAEUSER
EMPLOYMENT BY COUNTRY
AS OF DEC. 31, 2009**



Total: 14,888

98.6%

Percentage of U.S. and Canadian
employees who are full time
(as of Dec. 31, 2009)

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JOB ELIMINATION NOTICE PERIOD

In 2009, the total number of employees at Weyerhaeuser decreased by about 25 percent (or 4,955 jobs), primarily as a result of closing or selling facilities and corporate reorganization. Weyerhaeuser attempts to ease the transition of involuntary terminations through several actions:

- We notify employees as far in advance as possible, and follow all applicable laws and regulations regarding required notice periods.
- We offer a variety of severance benefits, including severance pay and job-search assistance.
- Whenever possible, we place affected employees in positions elsewhere within the company.

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SAFETY

Safety Performance

Fatalities

Senior Management Team Focus Units

SAFETY PERFORMANCE

Our commitment to employees' health and safety is absolute. Caring for people is our company's highest value. To that end, we intend to create an environment with zero injuries. One measure we use to monitor our health and safety performance is the recordable incident rate.

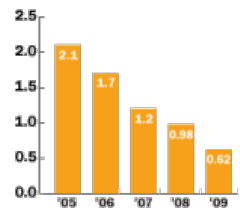
We achieved our goal of a less-than-one RIR, and we have demonstrated that this performance is sustainable. We have the right processes, training, tools, communications, activities and behaviors in place. We are placing the correct level of attention on employee and contractor safety.

Leadership and employee involvement are the foundation to our current and ongoing success.

Senior leadership, area and site managers, and front-line supervisors have made a significant impact. They have stepped up and are holding themselves and others accountable. Employees have become more involved and taken on increased responsibility and accountability in safety. We are now on a journey to an injury-free Weyerhaeuser.

See our [health and safety policy](#) for more information.

SAFETY PERFORMANCE EMPLOYEE RIR



SAFETY PERFORMANCE

Safety incidents and fatalities¹

	2005	2006	2007	2008	2009
United States and Canada					
Employee RIR	2.1	1.7	1.2	0.98	0.62
Unsupervised contractor RIR	1.8 ¹	1.8	1.6	1.01	1.04
Days-away case rate	0.6	0.4	0.3	0.31	0.23
Days-away rate	21.7	19.0	12.8	11.8	7.3
Fatalities worldwide					
Employees	1	0	1	1	0
Contractors	4	3	4	0	0

1. These data were first collected in 2005.

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FATALITIES

It is not acceptable to Weyerhaeuser that any person lose his or her life while working for us. In 2009, we experienced no employee or contractor fatalities. On April 22, 2010, we experienced a fatality at our Port Wentworth, Ga., cellulose fibers facility when an employee was struck by a forklift. This incident was reviewed by the senior management team and the board of directors after a thorough investigation. Lessons learned from the incident were communicated to the entire company and recommendations implemented.

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SENIOR MANAGEMENT TEAM FOCUS UNITS

Committed leadership is an essential part of our safety progress. Following this principle, members of our senior management team in 2009 personally visited nine "safety focus" operations — those identified as being in greatest need of improved performance. The visits were in addition to routine visits to operations under their direction.

Each daylong visit included:

- A walk-through inspection
- Interviews with employees
- A review of the unit's safety improvement plan

Those operations that were visited experienced 47 percent fewer recordable incidents compared with 2008 performance.

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SUSTAINABILITY IN ACTION

Mississippi team creates a McComeback

When you snap a photograph and you lose focus, it's a pain in the neck. When you work in a sawmill, losing focus can result in something far more serious.

Weyerhaeuser's McComb, Miss., lumber operation historically has been an exemplar of safety, once going 3 ½ years without a recordable incident. But things headed south in 2005, and the mill's recordable incident rate ballooned to 4.86 in 2007.

"I still struggle with what happened," says safety manager Carolyn Richardson. "I think we lost focus. The general picture of things we were used to seeing and hearing just shifted."

McComb became an iLevel "focus unit" in 2008 and gradually rebuilt its foundation of success, led by Fred Tate, who joined the team as unit manager during that period.

"They're a very close-knit group," Tate says of the McComb crew. "They treat each other like family. They care about each other, and they really got on board with the safety program." Tate worked with the team to foster and facilitate that natural instinct, and to follow these basic tenets of safety:

- Engage yourself on the floor and make sure your messages are getting to the associates.
- Make sure everybody understands their roles and responsibilities. "Then it's more of a team environment."
- Listen. "Let folks tell us where the opportunity is" and whether processes are working.
- Don't let policies and procedures interfere with developing personal relationships.
- Get the people on the floor involved in decision making and creating solutions.
- Provide a forum for associates to bring issues to the table.

On Feb. 11, 2010, McComb Wood Products celebrated two years injury-free.

"At the end of the day, all folks want to do is come in and feel they're valued and respected and they're our priority," Tate says. "And that's what to me has always been the recipe for change: making people the priority."

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Last updated June 17, 2010.

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EMPLOYEE HEALTH

Our commitment to employees' health and safety is absolute. As a result of our efforts to raise personal health awareness among employees, more than 90 percent of our locations companywide have certified health and wellness coordinators, and all locations participate in the company's health and wellness programs.

Competitive Benefits ▼

Health Connection ▼

COMPETITIVE BENEFITS

Our comprehensive, competitive compensation and benefits package includes:

- Competitive base pay and pay for performance
- Medical and dental plans
- Flexible spending accounts
- Life, short-term disability and long-term disability insurance
- Pension and retirement savings plans

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HEALTH CONNECTION

Health Connection was launched in 2006 to increase personal health awareness among North American employees, to engage them in proactive health improvement activities, and to help ensure the continued viability of the company's employee benefit plans. Health Connection programs offer resources, information and support to help employees and their families stay healthy, identify specific health-improvement opportunities, make healthy lifestyle choices, and be better consumers of health care services. The objective is to identify and diminish the effects of root causes that contribute to poor health and serious diseases, such as depression and unmanaged stress, excess weight, high blood pressure, tobacco use and inactivity.

Our Health Connection suite of programs aligns with and complements employee health plan offerings and covered services. For example, preventive care is covered under Weyerhaeuser health care plans at no cost to enrolled employees and dependents. As such, preventive-service coverage is considered an integral component of the company's efforts to ensure that employees make the most of their health care benefits, their health care dollars and especially their health.

Health Connection programs include:

- Employee Assistance in the [U.S.](#) and [Canada](#)
- Subsidized [Weight Watchers®](#) weight management
- Personal Health Coaching for targeted medical conditions
- [Online Personal Health Resources](#)
- On-site Personal Health Assessments
- [Quit For Life®](#) tobacco cessation
- Company-wide seasonal physical activity campaigns
- Monthly health topic webinars
- Company-wide immunization programs
- Regular and frequent communication about health improvement and preventive health care on our company Intranet

EMPLOYEES ENGAGED IN HEALTH PROGRAMS

Since early 2006, more than 10,000 U.S. employees have taken advantage of on-site health screenings. In the past three years, through Weyerhaeuser's companywide on-site immunization program, more than 30,000 flu, pneumococcal, and tetanus immunizations were administered at no cost to U.S. employees and their spouses or qualified domestic partners. In addition, more than 15,000 U.S. employees have completed a personal health assessment online since 2008.

Our Weyerhaeuser Employee Health Scorecard provides each business with location-specific metrics and action-planning tools. This scorecard allows more precision in targeting intervention resources to specific health improvement opportunities unique to each employee population. Our goal is to enhance employee health awareness and engagement through increased use of primary medical care and preventive services, improved compliance with prescribed treatment regimens, better management of chronic conditions, and increased participation in Health Connection programs.

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\$0

The amount employees pay for preventive care under Weyerhaeuser-sponsored health care coverage

\$3.63

The amount of medical cost savings achieved for every dollar the company invests in Personal Health Coaching for employees with targeted chronic conditions

100%

Percentage of employees with access to company-sponsored health and wellness programs

88%

Percentage of employees who report improvement in the status of their issue as a direct result of accessing our Employee Assistance Program.

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PENSION PLANS

Weyerhaeuser continues to sponsor defined pension plans covering most of our employees. These plans provide employees with ongoing income after retirement. Both the U.S. (qualified and non-qualified) and Canadian (registered and non-registered) plans covering salaried employees provide pension benefits based on each employee's highest monthly earnings for five consecutive years during the final 10 years before retirement. Plans covering hourly employees generally provide benefits of stated amounts for each year of service. The benefit levels for these plans are typically set through collective bargaining agreements with the unions representing the employees participating in the plans. Retiree medical and life plans are also offered in both countries for certain employees. For some employees Weyerhaeuser also pays a portion of the cost of the plan. These plans are typically not prefunded.

FINANCIAL SECURITY

Weyerhaeuser employees are generally eligible to receive benefits from the pension plans at termination or retirement provided they meet certain eligibility requirements, adding to their own financial security in retirement. When considering the net returns of Weyerhaeuser's pension plan assets over the prior five- and ten-year periods, Weyerhaeuser's pension plan assets have performed in the top quartile when compared with other companies with pension plans greater than \$1 billion. (Based on fourth quarter 2009 data from Bank of New York Mellon Corporation. All rights reserved.) The 2009 year-end estimated fair value of our combined (US and Canada) pension plans' assets was \$4.2 billion compared with a \$4.8 billion combined benefit obligation (all qualified, registered, non-qualified and non-registered plans), as of the end of 2009, measured on the basis of the Financial Accounting Standards Board Statement No. 158.

Over the 25-year period during which we've pursued our current investment strategy, the U.S. fund has achieved a net compound annual return of 15.3 percent. We've achieved first-quartile performance in the U.S. pension trust by investing in a diversified mix of nontraditional strategies, including hedge funds, private equity, opportunistic real estate and other externally managed alternative investment funds. The Canadian pension trust has a similar investment strategy.

COMPANY CONTRIBUTIONS

Company contributions to U.S. pension plans are based on funding standards established by the Employee Retirement Income Security Act of 1974. Contributions to Canadian pension plans are based on funding standards established by the applicable Provincial Pension Benefits Act and by the Income Tax Act.

We fund our qualified and registered pension plans and a portion of our non-registered plans. We accrue for non-qualified pension benefits and health and life postretirement benefits. In March 2010, we elected to contribute \$100 million to the U.S. qualified salaried pension plan for the 2009 plan year. This contribution is expected to eliminate the estimated \$30 million minimum 2010 funding requirement for that plan, which would be due September 15, 2011. We also expect to contribute approximately \$10 million to our Canadian pension plans (registered and non-registered) in 2010. In addition, we voluntarily contributed \$15 million this year so far and may elect to make additional contributions to the largest registered plan in Canada.

Weyerhaeuser has adopted the provisions of Financial Accounting Standards Board Statement No. 158, which requires that the funded status of pension and other postretirement benefit plans be presented on the balance sheet. For more information, see the pension note in our most recent Annual Report and Form 10-K at investor.weyerhaeuser.com.

Last updated May 28, 2010.

16

Average number of years with the company
(North American employees as of Dec. 31, 2009)

8%

North American employees
younger than 30 years
(as of Dec. 31, 2009)

47

Average age of North American
employees
(as of Dec. 31, 2009)

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TRAINING AND DEVELOPMENT

Developing a culture of personal growth is one of the ways we will succeed. Weyerhaeuser remains committed to regular training and development for our employees.

Nearly every employee receives some training each year. Opportunities vary by site and type of employee. For managers, we provide targeted training such as entry-level supervision, personal effectiveness and advanced leadership capability. Hourly employees typically participate in one to two days of training per year, usually focused on safety, technical and operational skills.

In 2009, we held 54 enterprise-wide classes, 16 business or region-wide classes, and 147 online or virtual classes, resulting in:

- 3,563 student days of education
- 12,670 employees taking at least one classroom or online-based course.

We also offer online training modules on more than 40 topics regarding environment, health and safety. In addition, all employees participate in [ethics training](#) on a regular basis.

Other training-related resources include tuition assistance, which is offered to employees who want to further their education in areas that meet company needs. The company also encourages mentoring.

Last updated May 28, 2010.



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PERFORMANCE-DRIVEN CULTURE

To build a culture of personal growth and engage talented people, you need a disciplined performance management system. We are committed to cultivating a performance-driven culture that rewards results. That's why we have rigorous performance management and goal-setting processes at all levels of the company.

From our CEO to our business segments and across the corporate functions, we display our performance on critical measures through dashboards. Using a three-point scale of exceeds, achieves or below, we rate our performance in key areas. This goal-setting activity aligns team, department and individual goals to company goals. Progress is formally evaluated at mid-year and year-end.

On a personal level, employees develop and review their goals annually with their managers, defining expectations that meet and exceed the objectives. During performance reviews, the results of how well goals were or were not met are discussed and evaluated, which feeds into salary actions. This criteria-driven system is all about improving performance and developing people. As part of the process, employees create individual development plans. Salaried employees use the performance management system, while hourly employees use a goal-setting process. Although the systems differ in some ways, the end objective is the same—to align each employee's work to company and unit business goals.

North American nonexempt production and maintenance employees generally set team-based goals that are reflected in their sites' objectives. How this is accomplished varies by business segment.

We also measure the clarity of goals through our employee climate survey. Our next climate survey will be held in 2010. Our most recent survey results (from 2007) show that of those surveyed:

- 90 percent said they understand what's expected of them on the job.
- 65 percent said people are held accountable to achieve their goals.
- 66 percent said they receive regular feedback on their performance.

In 2008 we conducted a separate survey that, in part, assessed how well employees understand business goals and their contribution to the success of the company. All U.S. salaried and non-union hourly employees received the survey and 66 percent responded. The results show that:

- 72 percent have a good understanding of Weyerhaeuser's business goals
- 87 percent understand how their job contributes to the company achieving its goals

EMPLOYEE COMPENSATION TIED TO PERFORMANCE

Weyerhaeuser's compensation program for salaried employees, including executive officers, ties each employee's interests to the interests of shareholders and stakeholders. Our compensation program is designed to:

- Focus decision-making and behavior on goals—including goals relating to environmental, safety, diversity and other social performance measures—consistent with overall business strategy
- Reinforce a pay-for-performance culture through a balance of fixed and incentive pay opportunities
- Allow the company to attract and retain employees with the skills critical to its long-term success

Employee compensation consists of base salary, annual cash incentives and long-term equity incentives, plus retirement, medical and other benefits.

Employees complete an annual performance management plan as described above, including specific goals relating to economic, social and environmental performance as appropriate. Similar goals are established for each business unit and for the company as a whole. Employee compensation is tied to the performance of our businesses and each individual's performance against his or her goals.

72%

Percentage of U.S. salaried employees who say they have a good understanding of company goals (2008)

87%

Percentage of U.S. salaried employees who say they understand how their job contributes to the company achieving its goals (2008)

Last updated May 28, 2010.

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As part of our goal to be an "employer of choice," we strive to create an inclusive, performance-driven culture where all employees thrive and grow. A critical component of this strategy is to recognize diversity as a business imperative and to tap our diverse workforce as a source of innovative ideas needed to create a competitive advantage.

Our leaders are held accountable for the progress we make. We foster an inclusive work climate and build our talent pipeline by developing individuals through mentoring and coaching programs. We hold diversity and inclusion forums periodically, and sponsor diversity business networks. These venues provide feedback on our work environment and ensure access to development through networking opportunities.

OUR STRATEGIC DIVERSITY FRAMEWORK

We use a strategic diversity framework to guide the actions of leaders and employees as we build a more diverse and inclusive organization. The framework focuses on five high-impact action areas:

- Leadership role modeling
- Accountability and governance
- Talent management
- Work climate and culture
- Outreach and community relations

Our leaders are held accountable for fostering employee engagement and participation by ensuring our work environment is free of harassment and retaliation.

ANNUAL GOALS

Each business and function establishes annual diversity goals in two critical areas.

The first is placement against opportunities. This requires us to determine the availability of women and minorities to fill management, professional and sales positions at Weyerhaeuser. We use that information to set placement targets where we have gaps in these areas. Then we monitor whether we're filling open positions at the target rates we've set or higher.

The second area is work force representation. We measure progress made toward increasing representation of women and minorities in the same three categories.

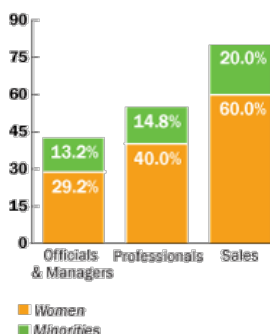
In 2009, given the continuing economic downturn and resulting workforce reductions, we continued our focus on retention since placement opportunities were minimal. By year-end, however, while our overall workforce representation declined by 6.7 percent, our placement-against-opportunity rate was 116.9 percent.

2009 U.S. WORKFORCE REPRESENTATION



2009 U.S. PLACEMENT RATE

The placement rate is the percentage of new hires and promotions that are filled by women and minorities.



RELATED LINKS

[2008 Diversity Annual Report](#)
[More about our diversity programs](#)

3

Women on 10-member senior management team (as of April 2010)

1

Racial minority on 10-member senior management team (as of April 2010)

3

Women on 11-member board of directors (as of April 2010)

1

Racial minority on 11-member board of directors (as of April 2010)

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ANTI-DISCRIMINATION TOOLS AND PROGRAMS

Resources available for Weyerhaeuser managers include:

- Affirmative action plans
- Tools to track progress in opportunities and utilization by site, business unit, sector and total company
- Training on harassment prevention, affirmative action, and managing a diverse and inclusive workforce
- Risk mitigation assessments
- Applicant tracking tools and processes to measure diversity of our talent pools

ANTI-HARASSMENT POLICY

At Weyerhaeuser, we do not tolerate any discrimination or harassment. Our anti-harassment policy states that all employees, suppliers, customers and visitors will be treated with dignity and respect. Harassment based on an individual's gender, race, color, religion, national origin, age, disability, sexual orientation or other statutorily protected characteristic will not be tolerated. Employees who believe they are being harassed or subjected to inappropriate workplace conduct can report the issue through any one of a number of channels:

- Supervisor, manager or team leader
- Human resources manager or director
- Plant or unit manager
- Ethics and business conduct or Canadian business conduct contact at EthicsLine at 800-716-3488 or [online](#)
- Work force representation and diversity center of expertise

The company will take immediate and appropriate corrective action when it determines that these behaviors have occurred.

RELATED LINKS

[Human Rights](#)

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INDIGENOUS PEOPLE

Weyerhaeuser is committed to developing and maintaining positive relationships with aboriginal communities wherever we operate. For example, in Canada, where Weyerhaeuser is a steward of public land, we work to support and sustain the role of aboriginal peoples in Canadian forests. Our relationships with aboriginal communities include:

- Contractual relationships for timber harvesting, forest silviculture, infrastructure development, and the supply of other goods and services
- Involvement with and donations to aboriginal initiatives
- Support for education to help develop employment skills
- Employment opportunities
- Mutual sharing of information and goals with a view to understanding and accommodation

Weyerhaeuser also works with key contractors and suppliers to develop awareness about respectful workplace behavior and encourages them to ensure their work forces reflect the populations where they operate.

Weyerhaeuser's policies address best practices for forest products companies' relationships with indigenous peoples, including:

- **Participation and consultation:** Forest operations should include the meaningful participation of and consultation with local communities and indigenous peoples affected by those operations
- **Respect for the rights of indigenous peoples:** Forest operations should respect indigenous peoples' rights, which may include land tenure, treaty rights, and rights to traditional or customary uses. Forest operations should recognize and support government-to-government processes to establish and reconcile these rights.
- **Capacity building:** Forest operations should build the capacity of indigenous peoples to work in the industry sector and enhance the value of local resources through fair, equitable and mutually beneficial relationships.
- **Cultural identity:** Forest operations should understand and acknowledge indigenous cultures, heritages and traditions and promote traditional knowledge and practices.
- **Just and fair dispute resolution:** Forest operations should resolve conflicts through just and fair procedures.

Detailed information is available about Weyerhaeuser's position on [Grassy Narrows and the Whiskey Jack Forest](#).

RELATED LINKS

[Human rights policy](#)
[Policy and framework for building relationships with Canada's aboriginal peoples](#)
[Weyerhaeuser and Indigenous Peoples](#)
[Grassy Narrows and the Whiskey Jack forest](#)

Last updated June 17, 2010.

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GRASSY NARROWS

Weyerhaeuser operates a state-of-the-art TimberStrand® laminated strand lumber mill in Kenora, Ontario. The mill draws most of its supply of hardwood fiber from two surrounding forest management areas: the Kenora forest, licensed by the province to a shareholder cooperative that includes Weyerhaeuser, several aboriginal communities and businesses, small mills, forestry contractors and quota holders, and the Whiskey Jack forest, previously licensed by the province to AbitibiBowater. Much of the Whiskey Jack forest is subject to a traditional use claim by the Grassy Narrows First Nation.

Grassy Narrows First Nation is engaged with the province of Ontario over historic and present-day issues, one of which is the management of the Whiskey Jack forest. Company leaders, including the president of Weyerhaeuser Company, have urged Ontario to work with Grassy Narrows First Nation at the highest level. In September 2007, the Premier of Ontario, in cooperation with the Chief of Grassy Narrows First Nation, appointed former Supreme Court Justice Frank Iacobucci to identify the issues of concern for the Grassy Narrows community and advise the province on addressing those concerns. Weyerhaeuser extended the fullest possible cooperation to Justice Iacobucci in his work.

Mr. Iacobucci identified opportunities for the ministry and Grassy Narrows First Nation to work together to build a positive, long-term relationship. He recommended that the ministry and Grassy Narrows First Nation enter into a shorter term working agreement to improve the understanding and cooperation between Grassy Narrows and the ministry on the sustainable management of forest resources in the Whiskey Jack Forest while respecting the rights and interests of others. In May 2008, Grassy Narrows First Nation and the Ministry of Natural Resources committed to a new, positive relationship. Subsequently, in July 2008, provincial officials and Grassy Narrows leaders entered into a Framework Agreement, setting out goals, principles and objectives and a process to resolve issues. The Framework Agreement includes a Grassy Narrows pilot forest project.

Weyerhaeuser supports the progress that has been made to date and ongoing processes designed to bring about resolution of outstanding issues on the Whiskey Jack forest. Weyerhaeuser has successfully worked with other First Nations in the region to establish the cooperative forest license on the Kenora Forest, including First Nations as shareholders.

While Weyerhaeuser uses alternative wood sources, Weyerhaeuser's Kenora TimberStrand® mill depends on a long-term, sustainable supply of hardwood from the Whiskey Jack forest for about 40 percent of its requirements.

The Kenora mill is important to the community, as it directly and indirectly employs over one thousand people in the region, with an overall economic impact exceeding \$60 million each year. The mill also reflects Weyerhaeuser's commitment to building mutually beneficial relationships with aboriginal communities. First Nations served on a special steering committee during construction of the mill, helping Weyerhaeuser recruit and maintain a long-term workforce that is 20-25 percent aboriginal.

Weyerhaeuser's respect for the rights of aboriginal peoples is reflected in our [policy and framework for building relationships with Canada's aboriginal peoples](#). We are committed to supporting the framework and processes agreed to by the province and Grassy Narrows First Nation to find lasting and inclusive solutions to the issues around the Whiskey Jack Forest, based on the principles stated by Justice Iacobucci of mutual respect, understanding, participation and accountability.

Weyerhaeuser's approach to issues around the Whiskey Jack forest is based on the following principles:

- Operations on the Whiskey Jack forest should include the meaningful participation of and consultation with the Kenora community and indigenous peoples affected by those operations, including Grassy Narrows First Nation.
- Operations on the Whiskey Jack forest should respect the rights of Grassy Narrows First Nation and other aboriginal groups. These rights may include land tenure, treaty rights, and other rights.
- Operations on the Whiskey Jack forest should continue to build the capacity of aboriginal peoples, including Grassy Narrows members, to work in the forest products industry and enhance the value of the forest's timber and non-timber resources through fair, equitable and mutually beneficial relationships.
- Operations on the Whiskey Jack forest should be sensitive to and acknowledge the culture, heritage and traditions of aboriginal peoples, including Grassy Narrows First Nation, and promote inclusion of traditional knowledge and practices.
- Any conflicts with aboriginal peoples over operations on the Whiskey Jack forest should be resolved through just and fair procedures.

RELATED LINKS

[Weyerhaeuser and Indigenous People](#)

Last updated June 17, 2010.

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MANAGING SUPPLIERS

Weyerhaeuser seeks to build relationships with our suppliers based on mutual benefit, trust, performance and a joint commitment to continuous improvement. We expect—and our contracts require—suppliers to operate ethically and to comply with all contract terms, laws and regulations. Our suppliers must also become familiar with, comply with, and maintain policies consistent with Weyerhaeuser's standard environmental, health and safety requirements. We also expect suppliers to act in accordance with our [supplier code of ethics](#) when working on our behalf.

Our core policy details our expectations of suppliers and what they can expect of us. If a supplier fails to conform to the requirements, improvement plans are developed and implemented. Where improvement in critical areas is not sustained, a supplier will be replaced. These principles are consistent with the Institute for Supply Management's Principles of Social Responsibility, which we adopted in 2005.

We are committed to a strong, diverse supplier base as well as an effective supply chain. We participate in activities sponsored by the Northwest Minority Supplier Development Council, the National Minority Supplier Development Council, and the Woman's Business Enterprise National Council. We recognize that talent and innovation are found everywhere in our communities, and seek diversity among our suppliers.

Last updated May 28, 2010.

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SOURCING TALENT

Our goal is to develop diverse leaders from within the company. For example, for the top 50 positions of Weyerhaeuser leadership, our target is to fill at least 80 percent of those jobs through the development and promotion of current employees. In practice, significantly more than 80 percent of these critical roles are filled by employees.

In North America, where 96 percent of our employees work, we follow a hiring policy that bases employment decisions on consistent, job-related criteria. Many facilities are in rural areas and rely heavily on the local work force for talent. Hiring locally is preferable, but we use many sourcing channels to fill open positions depending on the requirements of the role. We start with defining job duties and qualifications. Then we monitor staffing decisions to ensure selection processes are free from bias. Our process aligns with an employee relations policy that reflects values such as diversity, teamwork, effective leadership and personal accountability.

HIRING LOCAL TALENT

At our global locations, our practice is to hire local management and employees. In fact, the proportion of expatriates placed outside of North America to the total global Weyerhaeuser employee population is less than 1 percent. We place expatriates in international assignments when broader experience is required, when specialized expertise is not available in the host country, or for startup operations.

In some cases, the best skills for the job may come from another source. In each case, Weyerhaeuser's staff works to recruit the most talented candidates with the potential to grow to their fullest capacity.

Last updated Mar. 9, 2009.

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EMPLOYEE REPRESENTATION

Labor Relations ▼

Issue Resolution ▼

Weyerhaeuser promotes employee involvement in as many areas of the business as possible, knowing that our employees are at the heart of our success and innovation. We have a number of avenues for employee representation and participation, including labor unions, participatory work systems, a Diversity office and an Ethics and Business Conduct office.

LABOR RELATIONS

Labor unions represent 21 percent of Weyerhaeuser employees. Our labor relations continue to be guided by principles jointly developed in 1994 with the three unions then representing the largest numbers of employees in our U.S.-based businesses. The principles are designed to foster cooperative relationships and employee empowerment.

Our company's labor principles allow North American employees the right to freely choose to organize and bargain collectively. We believe these rights are not at risk at any Weyerhaeuser operation.

In terms of the notice period provided for significant operational changes, our labor contracts generally require five to 10 day advance notice to change employees' scheduled hours of work. In addition, the U.S. WARN Act requires 60 day notice of major curtailments. If the company needs to curtail operations sooner, we pay employees for the notice period.

The principles that guide labor relations at Weyerhaeuser are to:

- Develop a shared vision for a profitable, competitive business enterprise that serves the interests and needs of all stakeholders
- Build relationships and interactions based on trust, honesty, openness and mutual respect
- Emphasize cooperation and problem solving in addressing areas of mutual interest and concern
- Foster continuous improvement through employee involvement and empowerment as the means by which we will achieve our shared vision

Union representatives play a significant role in safety and health. They participate in joint union-management safety committees and represent workers in joint investigations, coaching and counseling.

Weyerhaeuser first introduced high-performance or total-quality work systems in the late 1970s. These systems are designed to increase employee participation in decisions that affect their jobs and to improve business performance. In our union and nonunion facilities, participative work systems are part of our business strategy and planning. At our facilities with high-performance work systems, process reliability is higher than at our traditionally managed facilities.

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ISSUE RESOLUTION

To resolve questions about business conduct, employment issues and benefits appeals, Weyerhaeuser employees have several resources:

- An issue-resolution process is available to all employees to pursue issues in areas such as job expectations or assignments; compensation; difficulty with co-workers; and possible violations of laws or company policies governing discrimination, wages, and occupational health and safety.
- At union-represented sites, employees can use the contractual grievance and arbitration process to resolve issues.
- The Diversity office is a confidential resource for U.S. employees with questions or concerns about equal opportunity and workplace issues.
- The Ethics and Business Conduct office provides confidential help in dealing with ethics issues and questions about business practices.
- A benefits-appeals process enables U.S. employees to appeal benefits decisions.

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HUMAN RIGHTS

Human rights are the basic standards of treatment to which all people are entitled worldwide, regardless of factors such as nationality, gender, race or economic status.

We recognize that companies operating in today's global marketplace need a human rights policy. In 2007, we crafted a [policy](#) that reflects our commitment, and our practice, to ensure there is no forced or compulsory labor or child labor in any of our operations. Our human rights policy is guided by the United Nations Universal Declaration of Human Rights and is embodied in Weyerhaeuser's:

- Company values
- Policies including those for employee relations, ethics, health and safety risk management and the environment
- Processes and resources such as the Weyerhaeuser Code of Conduct

At Weyerhaeuser, we apply our [ethical conduct standards](#) when selecting suppliers and business partners. Standard terms of purchase apply to our U.S.- and Canadian-based contracts. The terms require suppliers to comply with all applicable laws, including safety, labor and employment laws, as well as other company standards. [Read the standard contract language](#). We screen suppliers for human rights issues selectively based on risk.

RELATED LINKS

[Indigenous people](#)
[Human rights policy](#)

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HUMAN RIGHTS CORE POLICY

Weyerhaeuser releases the potential in trees to solve important problems for people and the planet, while creating profit for shareholders. Fundamental to our vision is the importance we place on people, including:

- Our employees who develop solutions to meet the world's challenges, and
- Our communities with whom we partner to strengthen the quality of life where we have a presence.

Human rights are the basic standards of treatment to which all people are entitled worldwide, regardless of factors such as nationality, gender, race or economic status. This policy is guided by the United Nations Universal Declaration of Human Rights and is embodied in Weyerhaeuser's:

- Company values,
- Core policies including those for employee relations, ethics, health and safety risk management and the environment,
- Processes and resources such as the Weyerhaeuser Code of Conduct, and Ethics and Business Conduct reporting line (1-800-716-3488).

Our policy also respects and supports human rights and individual freedoms as follows:

Health and Safety: It is a shared responsibility of everyone at Weyerhaeuser to protect health and well-being through the prevention of injury and illness.

Fair Working Conditions: We adhere to employment laws in the jurisdictions where we operate, and in many cases exceed minimum standards. These include maximum hours of daily labor, rates of pay, minimum age, privacy, freedom from discrimination, and other fair working conditions. We do not employ nor do we support the use of child labor.

Freedom of Engagement: We prohibit the use of chattel slaves, forced labor, bonded laborers or coerced prison labor.

Freedom of Association: We respect the right of employees to freely choose to organize and bargain collectively, as stated in our labor principles. Managers also have the right to provide accurate and timely information to employees in an atmosphere free from coercion or manipulation.

Relationships with Indigenous People: We respect indigenous cultures and legally recognized rights and status. We work cooperatively with governments, including those of indigenous communities. We make employment opportunities known to indigenous peoples in areas where we operate, and use and recognize their skills and knowledge.

Community Engagement: We work to strengthen the quality of life in communities where Weyerhaeuser has a presence. We also increase society's understanding of the importance and sustainability of forests. We communicate openly to build positive relationships with community leaders, employees and other stakeholders.

Environmental Responsibility: We are responsible stewards of the environment wherever we do business. We practice sustainable forestry, set and meet goals to reduce pollution, conserve natural resources and energy, meet or exceed applicable laws, and continually improve our environmental performance.

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Across our supply chain, from our forestry practices to manufacturing operations, we seek to manage our environmental impact. As we improve efficiency, decrease emissions and make better use of natural resources, we reduce our footprint.



SECTION HIGHLIGHTS

We harvest only 2 to 3 percent of the forests we manage each year...[READ MORE](#)

Our Elkin OSB mill reduced its formaldehyde emissions by 95 percent but not with a traditional natural-gas consuming system...[READ MORE](#)

We were represented at the 2009 Copenhagen Climate Conference by Sara Kendall, our vice president of Environment, Health and Safety and Sustainability...[WATCH HER SPEAK](#)

Our Columbus modified fiber mill found a more effective and efficient way to deal with its excess water angst...[READ MORE](#)

Last updated June 17, 2010.

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SUSTAINABLE FOREST MANAGEMENT

Weyerhaeuser manages forests for wood production as well as the ecosystem services they provide. These include clean water, habitat for fish and wildlife, and sites of cultural, historical, and scenic importance. See our [Sustainable Forestry Policy](#) for more information. We implement landscape-level forest management as part of our compliance with the Sustainable Forestry Initiative® standard.

Category	2009
Area owned or managed*	21.7 million acres
Seedlings planted	70 million
Percentage of land with an environmental management system aligned to the ISO 14001 Standard	100%
Percentage of land harvested	
United States	2.5%
Canada	0.2%
Uruguay	0.2%
China	2.4%
Area harvested	179,000 acres
Percentage replanted within two years (United States)	97.8%
Percentage of harvested land replanted or naturally regenerated	100%

* Includes 348,510 acres managed cooperatively by Weyerhaeuser and our joint venture partners.

INTENSIVELY MANAGED FORESTS PRODUCE MORE WOOD

On forestland that we manage in the United States and Southern Hemisphere, we use scientific principles and environmentally responsible techniques to enhance the forest's ability to grow wood quickly. By planting selectively bred seedlings, controlling invasive species and other competing vegetation, fertilizing the soil, and thinning the forest before final harvest, we can grow wood on this land at two to three times the rate it grows in comparable unmanaged forests. Intensive management on our lands allows other lands to be less intensively managed and together provide the wood fiber society needs.

In Uruguay, where we've planted trees on former grazing land, the first harvest began in 2005. All of our forestland in the United States has been harvested and regenerated at least once.

IN CANADA, WE USE LESS INTENSIVE METHODS

In Canada, we manage public forestland under long-term licenses. Government requirements prescribe much of our forest practices, including harvest rates and types of trees harvested. We apply less intensive methods on this public land, fertilizing less often and relying more on seed trees and natural root sprouting to reforest.

These methods are better suited to local conditions and climate. Because trees in Canada grow more slowly, we maintain sustainable harvest rates by harvesting less frequently—an average of once every 80 to 100 years compared with once every 20 to 50 years in the United States.

JOINT VENTURE IN CHINA

In May 2008, Weyerhaeuser and Yonghan Forestry Company announced a joint venture to manage nearly 52,000 acres (21,000 hectares) of timberland under long term license from the province of Fujian, China. Weyerhaeuser has a 51 percent interest in the joint venture, called Fujian Yonghui Forestry Company, and is responsible for managing the land.

The land is located near Sanming in a mountainous area with a climate ideal for forestry. It is currently a plantation forest composed largely of Masson's pine with some mixed hardwoods, fir and eucalyptus. As existing forests are harvested, they will be replanted in loblolly pine and eucalyptus. These fast-growing species will provide high quality wood to meet China's growing demand for forest products.

Weyerhaeuser is phasing in sustainable forestry practices, as standard on all Weyerhaeuser-managed land. We also intend to seek third-party certification as our environmental management system matures.

"We welcome this partnership," says Mr. Yuliang Lu, vice director of the Fujian Forestry Bureau. "We're excited by the opportunity to work with Weyerhaeuser to introduce world-class soil conservation and watershed protection practices and increase the productivity of our land."

Last updated June 17, 2010.

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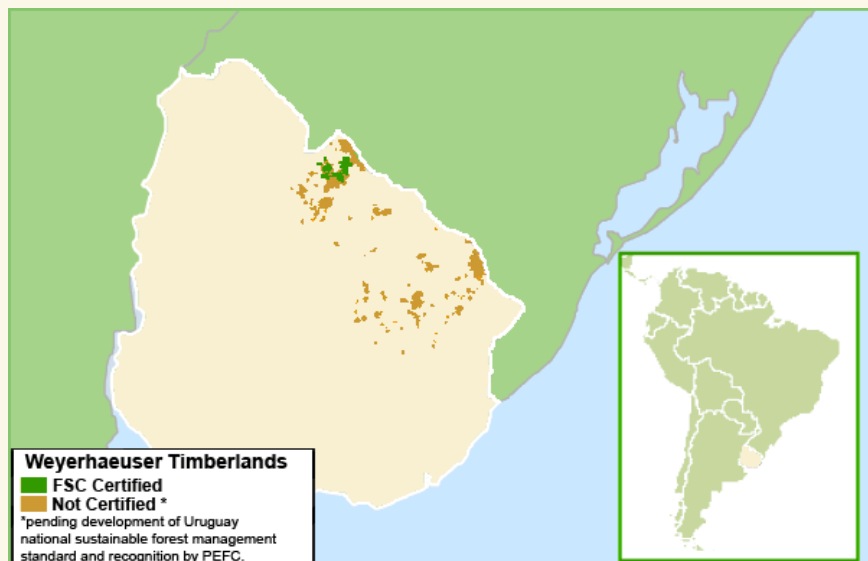
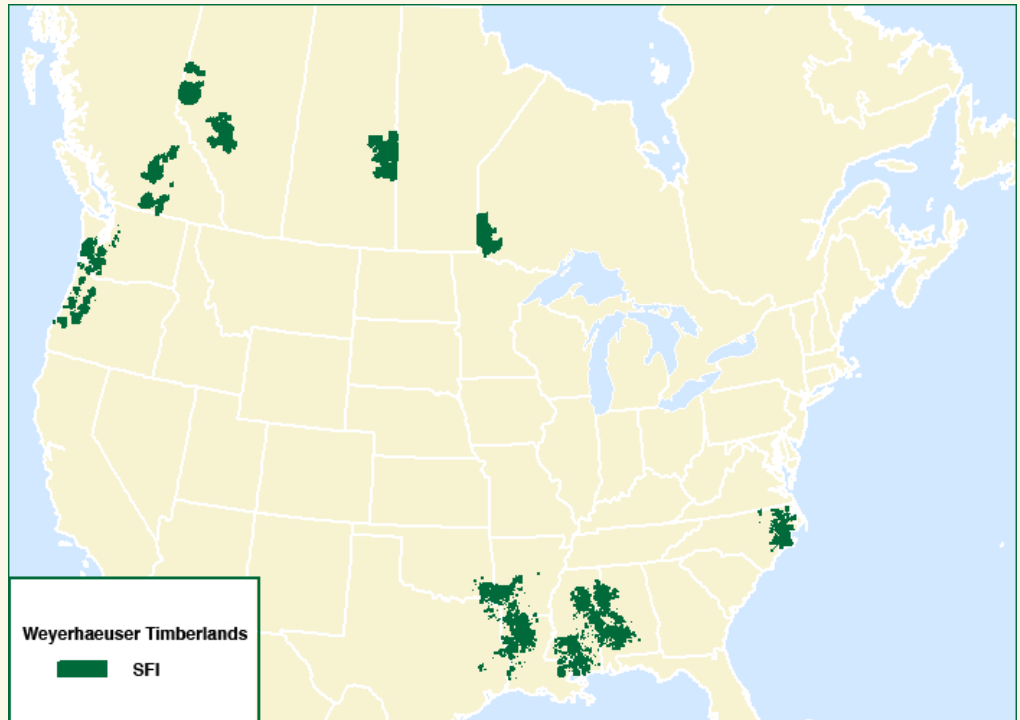
HARVESTED AREAS ARE REFORESTED

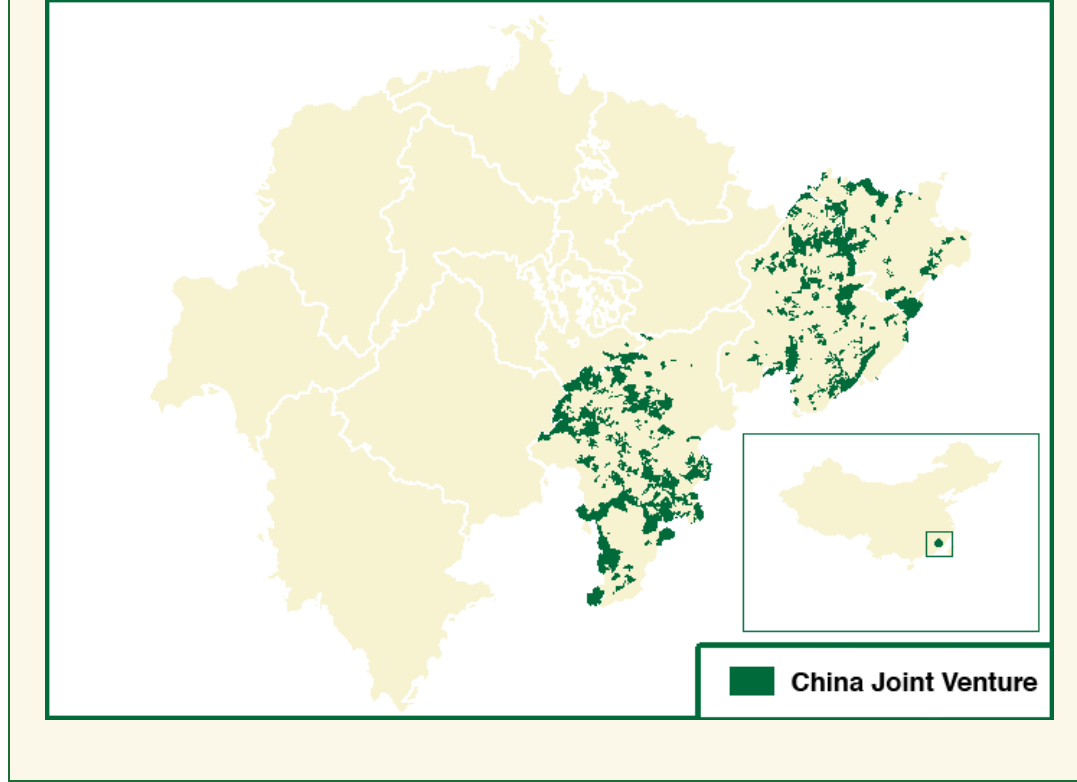
In 2009, the size of Weyerhaeuser's average clearcut in the United States and Canada was 88.3 acres. We reforest these areas by planting seedlings or through natural regeneration. We generally plant at the first opportunity following harvest.

In the United States in 2009, we replanted 97.8 percent of harvested areas within two years of harvest. Within one year, 74 percent was replanted.

In Canada, where we manage public forestland under long-term licenses, we rely more on natural regeneration. In harvest areas where replanting is done, more than 85 percent of the acres are replanted within two years of harvest. In areas where we rely on natural regeneration, this is typically achieved within five years of harvest.

MAP OF TIMBERLAND OWNERSHIP, MANAGEMENT AND LOCATIONS





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OLD-GROWTH FORESTS

Weyerhaeuser does not harvest or buy wood from old-growth forests on public or private land in the United States. We may make exceptions but only in limited circumstances with a net environmental benefit or to respect the economic and cultural interests of indigenous peoples. In Canada, we work with the provinces, First Nations, environmental groups and others to conserve old-growth forests while maintaining a viable forest products-based economy.

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TROPICAL FORESTS

Across all of our operations, Weyerhaeuser will not harvest or buy wood, wood fiber or products for distribution from natural forests in biodiversity hotspots or major tropical wilderness areas. The only exceptions are sources independently certified or verified as having come from well-managed forests. Biodiversity hotspots and major tropical wilderness areas are outside North America, defined and mapped by Conservation International as of July 1, 2002.

We distribute products from native tropical forests only if the suppliers are, or are on a schedule to be, independently verified as selling or harvesting products legally and in compliance with our procurement standards.

Learn more about [sustainable forest management](#) and [our worldwide procurement policy](#).

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THREATENED AND ENDANGERED SPECIES

Across the United States and Canada, hundreds of species of plants and animals are protected under the U.S. Endangered Species Act or the Canadian Species at Risk Act. Forests that Weyerhaeuser owns or manages provide habitat for a number of these species. Some of the threatened or endangered species that inhabit areas near or within our U.S. timberlands include the northern spotted owl, the marbled murrelet, a number of salmon species, bull trout and steelhead trout in the Pacific Northwest, and the red-cockaded woodpecker, gopher tortoise, Red Hills salamander and American burying beetle in the Southeast.

Where these species are present, we design our forest-management practices to avoid harming them. This includes following all applicable state, provincial and federal laws. We also engage in cooperative research to expand our understanding of the needs of these species.

We have formal habitat conservation plans or a safe harbor agreement for four threatened or endangered species in the United States. These long-term plans minimize and mitigate negative effects on threatened and endangered species from forestry or other land-use activities.

• NORTHERN SPOTTED OWL IN OREGON AND WASHINGTON

On our 208,100-acre tree farm near Coos Bay, Ore., we manage our forests in planned patterns of reserves and harvest areas to enable owls to disperse—that is, move from one location to another. This complements areas protected for owl nesting and feeding on adjacent publicly owned forests. In Washington and the remainder of our ownership in Oregon, we manage forests to protect spotted owls, but not under a formal habitat conservation plan.

• AMERICAN BURYING BEETLE IN OKLAHOMA AND ARKANSAS

Our forests provide habitat used by these beetles, and under our plan, we adjust our practices on 35,144 acres to conserve them by limiting the acres harvested and minimizing soil disturbance.

• THE RED HILLS SALAMANDER IN ALABAMA

Our forests provide 823 acres of salamander habitat. Under the plan, we leave forested buffer strips and use selective harvesting to maintain at least two-thirds forest canopy.

• RED-COCKADED WOODPECKER IN LOUISIANA AND ARKANSAS

In North Carolina, these woodpeckers nest on or near Weyerhaeuser land. Our forests provide foraging habitat and cavity trees, protected from harvest. In North Carolina, we work with federal agencies through a memorandum of understanding. In Louisiana, we are exploring an opportunity to participate in a safe harbor agreement.

We also take action to protect certain sensitive species in addition to the formal habitat conservation plan. Examples include:

• SALMON IN WASHINGTON AND OREGON

Our forests are providing a better habitat for salmon as we implement state regulations that Weyerhaeuser helped promote. We work with government agencies (state, federal and local), Native American tribes, environmental groups and other landowners to protect and restore declining salmon populations. Actions include leaving trees to provide shade and protect the integrity of forest streams, placing logs in streams to create pools and other structures beneficial to fish, installing culverts and bridges on forest roads to permit fish passage, and upgrading roads to keep silt out of streams.

• NEOTROPICAL MIGRANTS AND OTHER SONGBIRDS IN THE SOUTHERN UNITED STATES

Our land and forestry practices provide breeding habitat for many migrating songbirds as well as year-round habitat for resident birds. One example was documented in an [Arkansas study](#) by the U.S. Forest Service, National Council for Air and Stream Improvement, University of Arkansas at Monticello and Weyerhaeuser. [The study](#) found twice as many species of birds, including migratory breeding birds, in a Weyerhaeuser-managed pine forest than in an unmanaged natural pine-hardwood forest. In addition, the abundance of conservation-priority birds was highest on the Weyerhaeuser managed landscape.

• MOUNTAIN WOODLAND CARIBOU IN ALBERTA

Forests that Weyerhaeuser manages in Alberta provide important habitat for mountain woodland caribou. This subspecies prefers large, contiguous areas of forest (especially older forests). In 2004, Weyerhaeuser began a five-year deferral of timber harvest on 82,000 hectares (202,000 acres) while the province researched and developed a caribou recovery plan. This deferral has now been incorporated into a forest management plan that considers critical caribou habitat requirements and minimizes harvesting in those areas. Weyerhaeuser has been a leader in the work to assist caribou recovery in Alberta. To date, the company has funded \$1 million worth of caribou habitat research conducted by the University of Alberta and has worked with government ministries and other stakeholders. Mountain pine beetle infestations have presented a new threat to caribou. Weyerhaeuser forest management plans address the pine beetle while at the same time incorporating caribou needs.

RELATED LINKS

[Find more information about the caribou and Weyerhaeuser's solution](#)

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DECEMBER 2007 STORMS IN THE PACIFIC NORTHWEST

In December 2007, a series of snow, wind and rainstorms battered western Oregon and Washington, causing severe flooding and wind damage. Landslides occurred, roads and bridges were washed out, and homes were flooded.

The storm renewed interest in whether harvesting on steep slopes exacerbates landslides and flooding, and whether existing regulations that govern such harvesting are adequate.

A small portion of Weyerhaeuser timberlands received extraordinarily high rainfall and suffered hundreds of landslides. We responded with a comprehensive scientific study designed to inform and improve forest management, and evaluate the relationship between our harvesting practices and landslides. [The study](#) was published in 2010 in Forest Ecology and Management.

Key findings include:

- Aerial photos alone are not a reliable source of data on landslides. Ground-based landslide inventory data are required to correct for detection bias, develop reasonable estimates of landslide density across environmental gradients such as rainfall magnitude and topography, and make unbiased interpretations of relationships between forest management and landslide occurrence. For example, 39 percent of field-detected landslides were not detected on 1:12,000-scale aerial photos.
- Very few landslides occurred at rainfall levels up to a "100-year return interval," regardless of stand age or slope gradient class. A "100-year return interval" means that in a given year the likelihood of a storm that size or larger is one percent, and that over a long period of time a storm of that size or larger is likely to occur on average once every 100 years. This interval is meaningful because it is the modern design standard for culverts under forest roads in Washington — that is, culverts should be sized to accommodate a "100-year" storm.
- At higher rainfall intensities, significantly higher landslide densities occurred on steep slopes (greater than 70 percent gradient) compared to lower gradient slopes, as expected.
- At extreme rainfall levels — above about 150 percent of 100-year rainfall, the density of landslides was about two to three times larger in the 0–5 and 6–10 year stand age categories than in the 11–20, 21–30, 31–40, and 41+ categories. The effect of stand age was strongest at the highest rainfall intensities.

On March 25, 2010, based in part on this research, the Washington Department of Natural Resources and Weyerhaeuser reached a voluntarily agreement to apply additional protections to the two watersheds affected by flooding and landslides during the December 2007 storm. As a result, we will apply more tools to predict and avoid landslide-prone slopes supplementing existing assessment requirements. This agreement may result in additional environmental protection beyond what is currently required by state law.

RELATED LINKS

[Storm report by Weyerhaeuser hydrologist Maryanne Reiter](#)
[Weyerhaeuser Company Foundation donates to support storm relief and rebuilding efforts](#)
[Published landslide research](#)

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RESEARCH ACTIVITIES

Sustainable forestry requires continuous improvement, built on a foundation of sound scientific research and technological innovation. We believe Weyerhaeuser has the best forestry research organization in the world, with a wealth of environmental research that we use and share.

RESEARCH SPENDING

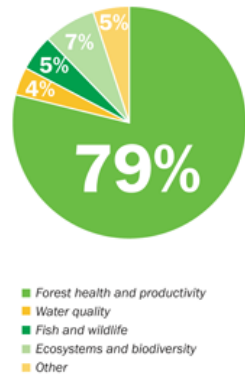
In 2009, we spent \$21.6 million on forestry research by both our own scientists and those at universities and other research organizations. Topics included forest health and productivity, water quality, fish and wildlife, landscape management and biodiversity.

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\$21.6

Million dollars spent on forestry research in 2009

2009 FORESTRY RESEARCH SPENDING



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RESEARCH PARTNERSHIPS

MANAGING MIGRATORY BIRD HABITATS

Weyerhaeuser and Ducks Unlimited Canada are engaged in a five-year, \$2.5 million (CAN\$1.25 million per partner) conservation project that will provide science-based information to help manage migratory bird habitats in all three of Weyerhaeuser's Alberta forest management areas.

The partnership will focus on conserving boreal wetland systems, including riparian areas. These watersheds of the western boreal forest are vital to northern communities and provide unparalleled economic, environmental and social benefits to all Canadians.

In addition to supporting Ducks Unlimited Canada's inventory work, which began in July 2006, we will collaborate on research to inform best management practices (e.g., stream and lake buffers, effect of roads on subsurface hydrology). Traditional land use inventories and relationships with local aboriginal groups and woodlot owners are areas that both organizations intend to address through ongoing efforts.

The first collaborative research topic selected will focus on assessing watershed vulnerability and, in turn, determining the resiliency of varying amounts of wetland to harvesting activities.

FOSTERING CONSERVATION AND SUSTAINABLE MANAGEMENT OF BIOLOGICAL DIVERSITY IN MANAGED FORESTS

The Nature Conservancy and Weyerhaeuser have cooperated on a number of projects beginning in 1976. In early 2007, we accelerated our collaboration with a five-year program and \$1 million in funding from Weyerhaeuser. The program focused on fostering conservation and sustainable management of biological diversity in managed forests. Through the agreement, Weyerhaeuser funded projects in Arkansas, Mississippi, Oregon and Washington. Severe economic conditions forced a reduction in 2009. The total funding was about \$600,000.

The Conservancy considers Oregon's Willamette Valley to be one of eight critically endangered ecoregions in the United States. Less than 1.5 percent of the valley is protected and managed for biological diversity. Weyerhaeuser contributed \$90,000 to support the Conservancy's ongoing efforts to address these gaps. Also in Oregon, Weyerhaeuser has agreements with The Nature Conservancy to manage six conservation easements on Weyerhaeuser land totaling 719 acres. The company consults on management of an additional 638 acres to help protect unique ecological sites. One of the unique sites being protected is a high-elevation forested meadow containing several rare plants, including the bog anemone and elegant lily. Another site has populations of Kincaid lupine, a plant that is habitat for the rare Fender's blue butterfly. A third example is a coastal bog that provides many ecological functions. In 2004 and 2005, the Weyerhaeuser Company Foundation donated a total of \$100,000 to The Nature Conservancy to assist in the conservancy's site management.

In Mississippi, the mission of The Nature Conservancy is to find, protect and maintain the best examples of natural communities, ecosystems and endangered species in the state. To help achieve these goals, Weyerhaeuser worked with The Nature Conservancy on the Tombigbee River Watershed Program, in the Old Cove area of Webster County, and in a partnership to protect unique land on the Buttahatchie River. This land is in the northeast region of the state, near the Mississippi-Alabama state line. The protected area includes dramatic sandstone bluffs that drop 30 to 40 feet to the river's floodplain.

The Old Cove area is located in a 12,000-acre forested landscape that includes the headwaters of three rivers, the ecologically unique Shelton Mountain and at least 12 rare or little-known invertebrate species. The 350-acre Old Cove area is inside a large working forest used to produce timber for lumber and other forest products. Several rare species have been documented there, including Maple Leaf Viburnum, Star Vine and Yellow Lady's Slippers. Read more about the [Old Cove study](#).

STUDYING THE EFFECTS OF FORESTRY ON THE TRASK RIVER WATERSHED

Weyerhaeuser, along with the Oregon Department of Forestry and other agencies, is conducting an integrated, multi-disciplinary study on the effects of forest management on fish and the aquatic ecosystems of the [Trask River Watershed](#). This study involves the close cooperation of scientists, land-use managers and planners in design and implementation of watershed treatments. The two main objectives of the study are to determine:

- The effects of forest harvest on the physical, chemical and biological characteristics of small headwater streams.
- The extent to which potential stream alterations caused by timber harvest along headwater channels influence the physical, chemical and biological characteristics of downstream fish-bearing streams.

The Trask River Watershed Study (North-Coast) is part of a research cooperative including two other watershed studies in Oregon-Hinkle Creek (Cascades) and Asea Revisited (Mid-Coast). The three studies include research projects that both complement each other by using similar designs and methods, and that differ according to the objectives of the study area.

The Trask River Watershed study uses a replicated, paired watershed approach to examine the effects of public and private forestland harvest practice at two spatial scales: at the local small stream scale and downstream on fish-bearing streams. The Trask Watershed Study, along with the other research cooperative studies, will provide important information on the effects of contemporary forest practices on aquatic ecosystems under different landowner management objectives. Further, the integrated, multi-disciplinary approach to the research allows for greater understanding of complex physical, chemical and biological responses to management.

PILOTING A HABITAT-BASED APPROACH TO AT-RISK BIODIVERSITY CONSERVATION ON COMMERCIAL FORESTLANDS

Weyerhaeuser is collaborating with NatureServe and state Natural Heritage programs, the National Council for Air and Stream Improvement, and the Sustainable Forestry Initiative certification program to evaluate habitat associations of at-risk biodiversity areas in the U.S., develop tools to efficiently locate and evaluate these habitats, and document management guidelines for their conservation.

The numbers of at-risk species and communities that could occur on fiber-producing lands nationwide run into the thousands, but due

to limited field inventories, precise locality data are lacking. The collaborative application of the expertise, methods, and tools contributed by partnering organizations will provide the forest industry with the means to efficiently allocate scarce resources while ensuring the certification standards for at-risk biodiversity are met.

The project will help provide:

- Benchmark inventory lists of at-risk biodiversity and descriptions of relationships to habitats for three pilot forest regions.
- Input to industry planning staff, managers, consultants, and procurement personnel regarding the potential occurrence of at-risk biodiversity.
- Regional context for the relative importance of the biodiversity in areas of interest to landowners, managers, and procurement personnel.

STUDYING THE EFFECTS OF AFFORESTATION ON HYDROLOGY AND DRAINAGE WATER QUALITY

Weyerhaeuser is working with North Carolina State University's Biological & Agricultural Engineering Department to quantify the impact of forestry and biomass crop production on hydrology and drainage water quality in both Uruguay and North Carolina.

Growing trees and other crops to produce forest and energy products is a promising method of improving local economies and contributing to energy security, with the added potential of sequestering CO₂, reducing the effects of climate change. However, introduction of trees and improved crops may have high impact on water yield due to higher transpiration rates. While studies reaching this conclusion have typically been conducted in water-limited environments, afforestation is expected to have some effect on water yield, regardless of location. This is important to understand because water availability and water-quality decline have increasingly become a worldwide issue as human population rises.

Specific objectives of this project are:

- Determine the hydrologic and water quality effects of afforestation of grass lands in Uruguay by conducting long-term paired watershed studies.
- Determine impacts of land use, including managed forestry, biomass crops for energy and managed forests with interplanted biomass crops on hydrology, water yield, and drainage water quality in Uruguay and North Carolina.
- Develop and test models to predict the hydrology and water quality impacts of land use and management practices including afforestation and biomass crop production on lands that were historically in pasture, native grassland, or poorly drained agricultural lands.
- Incorporate the information derived from this research into useable concepts and materials for stakeholders leading to improved management of forest land, biomass crop land, and pasture land.

Learn more about this project [here](#).

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SPECIAL SITES

Most of the forests we manage include places with unique environmental, cultural, historical or recreational value. We manage these areas to protect their unique qualities. Protecting forests with exceptional conservation value is part of implementing the Sustainable Forestry Initiative® standard. Eighty-six percent of our U.S. Timberlands are included in formal and informal fish and wildlife agreements. See [Certification Standards](#) for more information.

On our land in the United States, we locate and protect imperiled species and natural communities. We preserve selected sites, often partnering with government agencies and conservation groups through conservation agreements and other means. In Washington state alone, as of 2009, we have contributed more than 100,000 acres to conservation initiatives through land exchanges, sales, donations and conservation easements.

In North Carolina, we agreed in 2000 to not disturb 5,650 acres of our land in eight counties to give conservation groups time to raise funds. These lands contain old-growth wetland forests, red-cockaded woodpeckers, bobcat, black bear and neotropical songbirds.

Since then, the North Carolina Coastal Land Trust and The Nature Conservancy secured grants to buy land or conservation easements, which prevent development. We also donated easements and are preserving some land through the state's natural heritage registry. The protected land includes the site of the [Weyerhaeuser Cool Springs Environmental Education Center](#), which hosts more than 2,500 students and adults each year.

The Nature Conservancy and Weyerhaeuser have cooperated on a number of projects beginning in 1976. In early 2007, we accelerated our collaboration by providing \$1 million in funding for a five-year program. The program focuses on fostering conservation and sustainable management of biological diversity in managed forests. Through the agreement, we have funded projects in Arkansas, Mississippi, Oregon and Washington. Severe economic conditions forced a reduction to the program in 2009. The total funding is now expected to be about \$600,000.

The Conservancy considers Oregon's Willamette Valley to be one of eight critically endangered ecoregions in the United States. Less than 1.5 percent of the valley is protected and managed for biological diversity. We contributed \$90,000 to support the Conservancy's ongoing efforts to address these gaps. Also in Oregon, we have agreements with The Nature Conservancy to manage three conservation easements on our land totaling 134 acres. We consult on management of an additional 359 acres to help protect unique ecological sites. One of the unique sites being protected is a high-elevation forested meadow containing several rare plants, including the bog anemone and elegant lily. Another site has populations of Kincaid lupine, a plant that is habitat for the rare Fender's blue butterfly. In 2004 and 2005, the Weyerhaeuser Company Foundation donated a total of \$100,000 to The Nature Conservancy to assist in the conservancy's site management.

In Mississippi, the mission of The Nature Conservancy is to find, protect and maintain the best examples of natural communities, ecosystems and endangered species in the state. To help achieve these goals, we are working with The Nature Conservancy on the Tombigbee River Watershed Program, in the Old Cove area of Webster County, and in a partnership to protect unique land on the Buttahatchie River. This land is in the northeast region of the state, near the Mississippi-Alabama state line. The protected area includes dramatic sandstone bluffs that drop 30 to 40 feet to the river's floodplain.

The Old Cove area is located in a 12,000-acre forested landscape that includes the headwaters of three rivers, the ecologically unique Shelton Mountain and at least 12 rare or little-known invertebrate species. The 350-acre Old Cove area is inside a large working forest used to produce timber for lumber and other forest products. Several rare species have been documented there, including Maple Leaf Viburnum, Star Vine and Yellow Lady's Slippers. Read more about the [Old Cove study](#).

Across Canada, our planning and harvesting guidelines protect areas of high ecological, historical or cultural value. Features such as mineral licks, grave sites, old cabins, and hawk and eagle nests are identified and protected. This process to identify and protect sites includes consultation with aboriginal communities and the general public, review of plans by resource-management professionals in government, and identification in the field by our staff and contractors.

Some species require special attention. Woodland caribou, a threatened species in Canada, feed on lichen in the older-aged boreal and require large areas of coniferous forest. In 2004, we began a five-year voluntary deferral of timber harvest on 202,000 acres (82,000 hectares) used by caribou in Alberta. This has allowed time for Weyerhaeuser, the provincial government and others to conduct research and develop a recovery plan. Mountain pine beetle infestations have presented a new threat, and Weyerhaeuser's revised plan to address the pine beetle continues to incorporate caribou needs.

RELATED LINKS

[Find out more about the conservation projects in Mississippi and Oregon](#)
[Find out more about the woodland caribou in Alberta, Canada](#)

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100,000
 Acres contributed to conservation initiatives in Washington as of 2009

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PLANTATION-GROWN FIBER

Our forest operations in Uruguay are planted on grasslands that were primarily used for cattle grazing. We protect any stands of native forests that existed when we purchased the plantation lands. Our mills in the Southern Hemisphere (Uruguay and Brazil) use wood fiber from only our own plantations or other plantations nearby. For example, we buy the raw material for our Lyptus® premium hardwood, which is produced by our joint-venture sawmill in Brazil, from plantations located on the eastern coast, far from the Amazon rainforest. These plantations, owned by others, are interspersed among indigenous forests so that one-third of the area is kept in native reserves, dedicated to environmental protection.

Our procurement standard precludes the purchase of wood products from forests at risk, which are defined in our procurement guidelines. See our [Wood-Procurement Policy](#) for more information.

Last updated June 17, 2010.

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WOOD PROCUREMENT GUIDELINES

IMPLEMENTATION GUIDELINES FOR WORLDWIDE WOOD PROCUREMENT

BACKGROUND AND PURPOSE OF GUIDELINES

Weyerhaeuser has committed, through our international land management and procurement activities, to:

promote the conservation of natural forests in areas identified as biodiversity hotspots and major tropical wilderness areas . . . [and] to work with governments, conservation organizations and others to ensure that [our] procurement practices strengthen efforts to thwart illegal logging.

This commitment extends to procurement of all wood-based raw materials for all of our mills worldwide, and to the purchase of products by our building materials distribution business. This commitment is reflected in Weyerhaeuser's Wood Procurement Policy.

These guidelines help affected Weyerhaeuser businesses implement the Wood Procurement Policy and avoid sourcing raw materials or products from forest areas identified at the global level as being at risk of loss, or as not controlling illegal logging.

The areas described in these guidelines may change from time to time, as additional areas at risk are identified. This may be for biological reasons, i.e., a forest type that cannot or is not being managed sustainably, or for governance reasons, i.e., a region's political, social, or legal institutions are inadequate to support sustainable forestry. We support the development of, and use information produced by, environmental nongovernmental organizations, the Food and Agriculture Organization of the United Nations, national governments and scientific organizations to understand the risks to different areas of the world, and to help determine forest areas to include in these guidelines.

REGIONAL AND LOCAL CONSERVATION EFFORTS

At the regional and local level, we work with governments, environmental nongovernmental organizations, indigenous peoples and communities to identify and help protect forest areas that are priorities for conservation. For publicly owned lands, we support and participate in land use planning through government processes. For privately owned lands, we support protection efforts by conservation organizations as well as government, including land exchanges, sales, conservation easements and other initiatives.

In addition, we address forest conservation through our Sustainable Forestry Standard and other parts of our environmental management systems, and our commitment to certification of our forest management and procurement systems.

BIODIVERSITY HOTSPOTS AND MAJOR TROPICAL WILDERNESS AREAS

Weyerhaeuser will not harvest or buy wood, wood fiber or products for distribution from natural forests in biodiversity hotspots or major tropical wilderness areas. The only exception is sources independently certified or verified as having come from well managed forests. Biodiversity hotspots and major tropical wilderness areas are areas outside North America defined and mapped by Conservation International as of Feb., 2005. See: http://www.conservation.org/explore/priority_areas/hotspots/Pages/hotspots_main.aspx

OLD-GROWTH FORESTS IN THE UNITED STATES

Weyerhaeuser will not harvest or buy wood from old-growth forests on public or private land in the United States. The only exceptions are forests harvested with active support from environmental groups due to a net environmental benefit (e.g., the Sierra Club Checkerboard Project); respect for the autonomy of indigenous peoples (e.g., the Warm Springs Indian Tribe); and support for public land managers' efforts to improve forest health. We do not have control over old-growth content of fiber supplies or products made by third-parties, and therefore will not represent them as free of old-growth in the Pacific Northwest.

For Weyerhaeuser's operations, old-growth forests in the United States are found in the Pacific Northwest and are 200-250 years of age or older.

ILLEGAL LOGGING

Weyerhaeuser will not knowingly purchase or use wood, wood fiber or products for distribution that originate from illegal logging. Weyerhaeuser also will exercise all reasonable due diligence to ensure that its wood, wood fiber, and products for distribution either originate in countries with effective laws against illegal logging, or are independently certified or verified under other credible and transparent safeguards. These safeguards may include environmental management systems aligned with the ISO 14001 standard if the risk of illegal logging is identified and addressed as a significant aspect.

Illegal logging is defined as harvesting activities that result in theft of timber or logs, or cutting in parks, reserves or other similar areas where harvesting activities are otherwise precluded by law.

TRANSITION

Weyerhaeuser may, at its discretion, continue to work with sources that demonstrate their ability to come into compliance with this standard within an agreed-upon period of time.

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BOREAL FOREST MANAGEMENT

The boreal (or "northern") forest is a vast area stretching through Canada, Alaska, Norway, Sweden, Finland and Russia. It is home to the world's largest populations of caribou, wolves, grizzly bears and lynx. It is also the breeding ground for an estimated one-third of North America's land birds and 40 percent of its waterfowl. About 70 percent of the boreal forest remains undeveloped.

The Canadian boreal includes a rich variety of grasslands, tundra, rocky outcrops and extensive wetlands. In addition, three-quarters of Canada's forest is in the boreal, dominated by hardy coniferous trees well suited to the short growing season, cold winters and fire cycles.

MANAGING CANADA'S BOREAL FOREST IS A PUBLIC AFFAIR

Most of Canada's forests are publicly owned. Weyerhaeuser licenses forest land from provincial governments for renewable terms of 20 to 25 years. As of April 2010, Weyerhaeuser holds licenses to roughly 13.2 million acres (5.35 million hectares) of forestland in Canada. About 12.2 million acres (4.93 million hectares) is within the boreal forest. Although Canadian provinces are ultimately responsible for the management of the boreal forest, in reality, both industry and governments work together to develop forest management plans. Forest research is another area where governments and industry work together to improve and better understand the boreal forest, and in many areas the hands-on management of forests is carried out by companies such as Weyerhaeuser. Provincially approved forest management plans are prepared in consultation with others, including aboriginal and local communities, tourist outfitters, trappers, anglers and hunters, as well as other industries such as oil, gas and mining. Forest management plans represent the balancing of multiple objectives, including sustainable forest management, economic benefits and conserving ecological values.

After producing wood products for the benefit of communities and the economy for more than a century, 91 percent of Canadian land that was originally forested continues to support a growing forest. This is a higher percentage than in any other forested nation. Canada also has the largest area of protected forest in the world, including 69 million acres (28 million hectares) of the boreal forest. Approximately 8 percent of Canada's forest is protected by legislation while roughly 40 percent of the total landbase is subject to different degrees of protection such as integrated land use planning, or defined management areas such as certified forests.

FIRE IS A DOMINANT FORCE IN THE BOREAL FOREST

The boreal forest is subject to frequent and large natural disturbances. These include insects and disease, but the primary force is fire, which regularly burns large areas of the boreal.

Because fire is such a common feature, few boreal forest stands reach 200 years in age. Trees in the boreal are nowhere near the size of their coastal counterparts. In fact, Taiga—the word sometimes used by scientists to describe the boreal ecosystem—is a Russian word meaning "land of little sticks." In some areas of the boreal, mature trees are often less than 6 inches (15 centimeters) in diameter. Larger trees, usually in southern areas around water, may reach up to 24 inches (60 centimeters) in diameter.

WE HARVEST LESS THAN ONE PERCENT

Weyerhaeuser's 2009 harvest in the boreal forest was 0.2 percent of the forest area we manage. We strive to harvest in a way that emulates natural disturbances such as fire. For example, we leave variable edges and clumps of trees in harvested areas. We also leave buffer strips of trees along scenic routes and streams, lakes, other water bodies and additional ecologically sensitive areas.

After harvest, we take three approaches to reforestation: planting seedlings, spreading seed, and leaving trees to drop seed or sprout from roots. For example, black spruce and jack pine will come back quickly from seeds alone, whereas white spruce requires planting of young seedlings. White spruce seedlings are grown for a year in greenhouses before being planted in harvested areas. Birch regenerates naturally with sprouts from the stump.

WILDLIFE ARE CONSIDERED IN FORESTRY PLANNING

Most bird and animal populations in the boreal continue to thrive notwithstanding wildfires and timber harvests. Different creatures prefer different habitats. Some species move out of an area after fire or harvest, while others—preferring open areas and young plant growth—move in. Wolves, Grizzly Bear, moose and elk are examples of animals that prefer forest clearings and shrub-covered areas.

Some species require special attention. Woodland caribou, a threatened species in Canada, feed on lichen in the older-aged boreal stands and require large areas of forest. In 2004, we began a five-year voluntary deferral of timber harvest on 202,000 acres (82,000 hectares) used by caribou in Alberta. This deferral allowed time for Weyerhaeuser, governments and others to conduct research and develop caribou recovery plans. Mountain pine beetle infestations have presented a new threat, and Weyerhaeuser's revised plan to address the pine beetle continues to incorporate caribou needs. Harvesting strategies to reduce the risk of mountain pine beetle are expected to have minimal impact on important zones within caribou habitat.

JOINING FORCES TO CONSERVE BOREAL WETLANDS

On May 18, 2010, the [Forest Products Association of Canada](#) announced a Canadian Boreal Forest Agreement, a joint undertaking between FPAC members and a number of environmental nongovernmental organizations. The agreement is intended to be a nationally and globally significant precedent for boreal forest conservation and forest-industry competitiveness.

Weyerhaeuser is a longtime member of FPAC; has operations in Alberta, Saskatchewan and Ontario that are in the boreal forest; and adheres there to some of the highest forest practice standards in the world. We did not participate directly in the negotiations but support the agreement's aim of balancing the economic, social and environmental aspects of the forest and are one of the forest products companies that have agreed to sign it.

The CBFAs designed to achieve six strategic goals:

- World-leading on-the-ground sustainable forest management practices based on the principles of ecosystem-based management, active adaptive management, and third-party verification
- The completion of a network of protected areas that, taken as a whole, represent the diversity of ecosystems within the boreal

region and serve as an ecological benchmark

- The recovery of species at risk within the boreal forests, including caribou
- Reducing greenhouse gas emissions over the full life cycle from the forest to the end of product life
- Improved prosperity of the Canadian forest sector and the communities that depend upon it
- Recognition by the marketplace (e.g., customers, investors and consumers) of the CBFA and its implementation in ways that demonstrably benefit FPAC members and their products from the boreal

All of the signatories to the Canadian Boreal Forest Agreement, including Weyerhaeuser, have pledged to work together and with all levels of government to find a workable balance among the needs of forest-dependent communities and the social and environmental attributes of the boreal. We plan to participate fully in the implementation of this ambitious initiative in a manner that respects all interests in the boreal.

For several years, Weyerhaeuser has also been working alone and with partners such as Ducks Unlimited Canada to support habitat and wildlife conservation efforts.

Weyerhaeuser has been supporting several boreal conservation projects, such as the development of science-based tools to identify priorities for conservation. Identifying sensitive areas and adapting forest-management policies require public support and government action, so Weyerhaeuser is also working to engage governments, communities and indigenous peoples in these efforts.

In 2006, Weyerhaeuser and Ducks Unlimited Canada agreed to jointly fund and conduct research focused on waterfowl and wetland bird habitat on Weyerhaeuser-managed lands in Alberta.

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PROMOTING SUSTAINABLE FORESTRY

In 2009 in the United States, Weyerhaeuser:

- Purchased wood directly from 1,404 private forest owners and provided them with information on reforestation and best management practices.
- Provided information on reforestation and best management practices to 3,622 indirect suppliers, such as loggers who supply logs to third-party sawmills that sell their residual chips to Weyerhaeuser.
- Communicated our procurement policies to loggers, chip suppliers, wood dealers and other raw-material suppliers.
- Provided information about sustainable forestry to more than 1,400 family forest owners in the United States. About 350 of these owners—who manage a total of more than 135,000 acres—participated in our Land Owner Assistance Program. In 2009, we helped these owners develop forest-management plans, provided 1.5 million seedlings at no cost, and helped regenerate 3,354 acres through planting and 6,287 acres through natural regeneration.

3,622

Number of suppliers who received information on reforestation and best management practices in 2009

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FOREST CERTIFICATION

Weyerhaeuser has chosen to maintain a Timberlands environmental management system that aligns with the ISO 14001 standard, but is not third-party certified. Weyerhaeuser's North American Timberlands have been third-party certified since 2001. After a several-month review in 2008, we determined we could maintain a robust environmental management system by:

- Clearly identifying how our EMS will align with the ISO 14001 standard
- Completing annual internal audits of the EMS
- Ensuring accountability by reviewing the internal audit results and follow-up actions items with top management

We remain committed to our long history of forest stewardship and will maintain our third-party certified, sustainable forest management certification. All of our timberlands in North America are certified to the Sustainable Forestry Initiative standard. We will continue to comply with all laws, regulations and company policies that guide our forest management activities.

In Uruguay and China, we will certify to appropriate national standards based on availability and customer need. See our [Certification Standard](#) for more information on our forestry management and certification systems.

Our certified status exceeds the averages for North America (38 percent) and Western Europe (53 percent), the two regions with the highest percentage of certified forests.

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[What Certification of Our Procurement Systems Says About Our Products](#) ▼

[Five Plants Meet SFI Chain-of-Custody Standard](#) ▼

MANUFACTURING FACILITIES

All of our mills in the United States that use logs or wood chips as their raw material are independently certified as meeting the procurement provisions of the Sustainable Forestry Initiative standard. This includes all primary facilities—that is, those using logs or chips to produce pulp, paper, lumber, plywood and oriented strand board. In addition, all of our secondary manufacturing plants meet the fiber-sourcing provisions of the SFI standard. These certified product lines include I-joist, Parallam, Mcollam, and Shear Brace. All of our mills in Canada are independently certified as meeting the chain-of-custody requirements of the PEFC and SFI standard and the procurement provisions of the SFI standard.

[Find a list of our certified timberlands and manufacturing facilities.](#)

WEYERHAEUSER EXCEEDS THE NORTH AMERICAN AND GLOBAL AVERAGES FOR CERTIFIED FORESTS

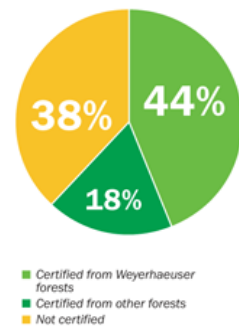
Certified forest as a percentage of total forests by region¹



¹ UNECE/FAO Forest Products Annual Market Review, 2006-2008

62 PERCENT OF OUR NORTH AMERICAN LOG AND CHIP SUPPLY COMES FROM CERTIFIED FORESTS

Certified forests as fiber sources for Weyerhaeuser manufacturing facilities in North America



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WHAT CERTIFICATION OF OUR PROCUREMENT SYSTEMS SAYS ABOUT OUR PRODUCTS

- **We know the areas our wood comes from and the type of supplier**, whether they are certified forests owned by major timberland owners, small family forests, sawmills that supply residual chips, wood dealers or provincial governments in Canada. We can identify the percentage and source of certified content in our products.
- **We use independent auditors**. Auditors of the SFI and PEFC standards must be accredited by the American National Standards Institute or the Standards Council of Canada. The SFI standard itself is governed by an independent board with equal representation from environmental organizations, the forest products industry, and the broader forestry community. PEFC is a global umbrella organization for the assessment of and mutual recognition of national forest certification schemes developed in a multi-stakeholder process. All standards provide for public consultation.
- **The SFI standard, unique among certification systems, requires manufacturers to reach out to family forest owners and educate them about sustainable forestry.**
- **We require the use of best management practices by our log suppliers.** These practices, developed state by state, specify proper techniques for protecting watersheds and riparian areas.
- **We promote sustainable forestry practices among those owners who have not yet pursued certification.** In the United States, nearly half of our fiber comes from family forest owners for whom formal certification is a major hurdle.
- **We encourage the use of professionally trained loggers.** In the U.S., 97 percent of our manufacturing facilities' raw material is harvested and delivered by professionally trained loggers.

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WEYERHAEUSER EXPANDS SFI AND PEFC CHAIN-OF-CUSTODY CERTIFICATION

The following Weyerhaeuser manufacturing facilities have adopted the SFI/PEFC chain-of-custody standard:

- Grande Prairie, AB pulp mill
- Grande Prairie, AB sawmill
- Drayton Valley, AB sawmill
- Princeton, BC sawmill
- Hudson Bay, SK OSB mill
- Edson, AB OSB mill

- Kenora, ON Timberstrand mill
- Eugene, OR hemlock mill
- Longview, Wash., liquid packaging, pulp (SFI only)
- NORPAC, Wash., paper products (SFI only)

Under the standard, wood from certified forests used to make these products is tracked through each stage of production from the forest to the end product. The chain-of-custody provision allows more precise claims about certified content.

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Weyerhaeuser has chosen to maintain a Timberlands environmental management system that aligns with the ISO 14001 standard, but is not third-party certified. Weyerhaeuser's North American Timberlands have been third-party certified since 2001. After a several-month review, we determined we could maintain a robust environmental management system by:

- Clearly identifying how our EMS will align with the ISO 14001 standard
- Completing annual internal audits of the EMS
- Ensuring accountability by reviewing the internal audit results and follow-up actions items with top management

We remain committed to our long history of forest stewardship and will maintain our third-party certified, sustainable forest management certification. These certifications include SFI in the U.S. and Canada and FSC in our Uruguayan forest operations. We will continue to comply with all laws, regulations and company policies that guide our forest management activities.

MANUFACTURING CERTIFICATION OVERVIEW (AS OF JUNE 2010)

All of Weyerhaeuser's primary mills in the United States are independently certified as meeting the procurement provisions of the SFI standard. Primary mills are those that use logs or wood chips as their raw material. This includes mills which produce lumber, oriented strand board, veneer, plywood, TimberStrand®, paper and pulp.

All of our primary mills in Canada are independently certified as meeting the chain-of-custody requirements of the PEFC and SFI standards.

All of our secondary wood products facilities are certified to the SFI Certified Fiber Sourcing standard. Secondary mills use primary wood products such as lumber and veneer as their raw material. The product lines and facilities are listed below:

- Laminated Veneer Lumber (LVL)** - Albany, OR; Buckhannon, WV; Evergreen, AL; Natchitoches, LA; and Simsboro, LA
- I-Joists** - Eugene, OR; Evergreen, AL; and Natchitoches, LA
- Shear Brace** - Boise, ID
- Original Equipment Manufacturer** - OEM (i.e. window & door moulding) — Brainerd, MN

All of our manufacturing facilities have environmental management systems aligned with the ISO 14001 standard.

[List of Forest Certifications](#)[List of Manufacturing Certifications](#)

TIMBERLANDS CERTIFICATIONS

Country	Province	SFI
Canada Land under long-term license	Alberta	2.1 mil. hectares (5.3 mil. acres)
	British Columbia	1.0 mil. hectares (2.3 mil. acres)
	Ontario	1.1 mil. hectares (2.6 mil. acres)
	Saskatchewan	2.0 mil. hectares (5.0 mil. acres)
	Subtotal: Certified Canadian timberlands	6.2 mil. hectares (15.2 mil. acres)
	Certified timberlands as a percentage of Weyerhaeuser timberlands in Canada	SFI: 100%
	State	SFI
United States Land owned or under long-term lease	Alabama	0.57 mil. acres (0.23 mil. hectares)
	Arkansas	0.63 mil. acres (0.25 mil. hectares)
	Louisiana	1.03 mil. acres (0.42 mil. hectares)
	Mississippi	0.79 mil. acres (0.32 mil. hectares)
	North Carolina	0.54 mil. acres (0.22 mil. hectares)
	Oklahoma/Texas	0.55 mil. acres (0.22 mil. hectares)
	Oregon	0.96 mil. acres (0.39 mil. hectares)
	Washington	1.10 mil. acres (0.45 mil. hectares)
	Subtotal: Certified U.S. timberlands	6.18 mil. acres (2.50 mil. hectares)
	Certified timberlands as a percentage of Weyerhaeuser timberlands in the United States	SFI: 100%

ISO 14001

Uruguay Land, including joint ventures, owned or under long-term lease		0.346 mil. acres (0.140 mil. hectares)
		22,240 acres (9,000 hectares) FSC Certified
China Land, including joint ventures, owned or under long-term lease		2,230 acres (902 hectares)
<hr/>		
All timberlands Land (including joint ventures), owned, licensed or leased by Weyerhaeuser	Total of all certified timberlands owned or managed by Weyerhaeuser Certified timberlands as a percentage of all Weyerhaeuser owned or managed timberlands	21.73 mil. acres (8.79 mil. hectares) SFI: 98.4%

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MANUFACTURING CERTIFICATIONS

		Environmental management system standard	Product certification standard
Canada	Drayton Valley, AB, softwood lumber mill		SFIL Certified Fiber Sourcing SFI/PEFC Chain of Custody
	Edson, AB, Structurwood mill	ISO 14001	SFI Certified Fiber Sourcing SFI/PEFC Chain of Custody
	Grand Prairie, AB, softwood lumber mill		SFI Certified Fiber Sourcing SFI/PEFC Chain of Custody
	Grand Prairie, AB, pulp mill		SFI Certified Fiber Sourcing SFI/PEFC Chain of Custody
	Kenora, ON, engineered lumber mill	ISO 14001	SFI Certified Fiber Sourcing SFI/PEFC Chain of Custody
	Princeton, BC, softwood lumber mill		SFI Certified Fiber Sourcing SFI/PEFC Chain of Custody
	Vancouver, BC, Parallam		SFI Certified Fiber Sourcing
United States	Albany, OR, LVL Mcrollam		SFI Certified Fiber Sourcing
	Arcadia, La., Structurwood (oriented strand board) mill	ISO 14001	SFI Certified Fiber Sourcing
	Arlington, Wash., hardwood lumber mill		SFI Certified Fiber Sourcing
	Bogalusa, Miss., softwood lumber mill		SFI Certified Fiber Sourcing
	Boise, ID, Shear Brace, TJO		SFI Certified Fiber Sourcing
	Brainerd, MN, OEM (original equipment manufacturer)		SFI Certified Fiber Sourcing
	Bruce, Miss., softwood lumber mill		SFI Certified Fiber Sourcing
	Buckhannon, W.Va., Mcrollam® and Parallam® (engineered lumber) mill		SFI Certified Fiber Sourcing
	Centralia, Wash., hardwood lumber mill	ISO 14001	SFI Certified Fiber Sourcing
	Cottage Grove, Ore., softwood lumber mill		SFI Certified Fiber Sourcing
	Dierks, Ark., softwood lumber mill		SFI Certified Fiber Sourcing
	Dodson, La., softwood lumber mill		SFI Certified Fiber Sourcing
	Dorchester, Wis., hardwood lumber mill		SFI Certified Fiber Sourcing
	Dorchester, Wis., Concentration Yard		SFI Certified Fiber Sourcing
	Elkin, N.C., Structurwood (oriented strand board) mill	ISO 14001	SFI Certified Fiber Sourcing
	Emerson, Ark., plywood mill	ISO 14001	SFI Certified Fiber Sourcing
	Eugene, Ore., hardwood lumber mill		SFI Certified Fiber Sourcing SFI Chain of Custody
	Eugene, Ore., I-joist		SFI Certified Fiber Sourcing
	Foster, Ore., veneer mill		SFI Certified Fiber Sourcing
	Garibaldi, Ore., hardwood lumber mill		SFI Certified Fiber Sourcing
	Greenville, NC, softwood lumber mill		SFI Certified Fiber Sourcing
	Grayling, Mich., Structurwood (oriented strand board) mill	ISO 14001	SFI Certified Fiber Sourcing

Holden, La., softwood lumber mill		SFI Certified Fiber Sourcing
Idabel, Okla., softwood lumber mill		SFI Certified Fiber Sourcing
Lewiston, Mch., hardwood lumber mill		SFI Certified Fiber Sourcing
Longview, Wash., softwood lumber mill		SFI Certified Fiber Sourcing
Longview, Wash., hardwood lumber mill		SFI Certified Fiber Sourcing
Longview, Wash., newsprint (Norpac)		SFI Certified Fiber Sourcing SFI Chain of Custody
Longview, Wash., pulp & liquid packaging mill	ISO 14001	SFI Certified Fiber Sourcing SFI Chain of Custody
McComb, Miss., softwood lumber mill		SFI Certified Fiber Sourcing
Millport, Ala., softwood lumber mill		SFI Certified Fiber Sourcing
Natchitoches, La., I-joist plant		SFI Certified Fiber Sourcing
New Bern, NC, softwood lumber mill	ISO 14001	SFI Certified Fiber Sourcing
New Bern, NC, pulp mill	ISO 14001	SFI Certified Fiber Sourcing
Oglethorpe (Flint River), Ga., pulp mill	ISO 14001	SFI Certified Fiber Sourcing
Philadelphia, Miss., softwood lumber mill		SFI Certified Fiber Sourcing
Plymouth, NC, softwood lumber mill		SFI Certified Fiber Sourcing
Port Wentworth, Ga., pulp mill	ISO 14001	SFI Certified Fiber Sourcing
Raymond, Wash., softwood lumber mill	ISO 14001	SFI Certified Fiber Sourcing
Santiam, Ore., softwood lumber mill		SFI Certified Fiber Sourcing
Silver Creek, Miss., softwood lumber mill		SFI Certified Fiber Sourcing
Stayton, Ore., I-joists		SFI Certified Fiber Sourcing
Sutton, W.Va., Structurwood (oriented strand board) mill	ISO 14001	SFI Certified Fiber Sourcing
Vancouver, BC, Parallam		SFI Certified Fiber Sourcing
Zwolle, La., softwood lumber and plywood mill	ISO 14001	SFI Certified Fiber Sourcing

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RAW MATERIAL SOURCES

More than 60 percent of the logs and wood chips we use in our U.S. and Canadian operations come from certified forests. The uncertified portion of our supply in the United States comes mainly from small, family-owned forests and in Canada mainly from publicly owned forests not managed by Weyerhaeuser. In 2009, our U.S. and Canadian manufacturing facilities that use logs and chips as their raw material consumed 9.8 million cunits of wood fiber. (One cunit equals 100 cubic feet of solid wood.)

MATERIAL USE

Million cunits of logs or wood chips by Weyerhaeuser's U.S. and Canadian facilities

	2006	2007	2008	2009
Volume of wood fiber used	25.1	18.4	15.6	9.8
Number of facilities included	93	76	60	56

RELATED LINKS

[Find more information about fiber recovery and recycled content](#)

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RESIDUALS AND SOLID WASTE MANAGEMENT

WE MAKE THE MOST OF EACH LOG

Weyerhaeuser uses almost every portion of every log in our manufacturing processes. In fact, we use an average of 97 percent of each log in our North American operations. Wood chips left over from making lumber are used to make pulp and paper. Logs too small for dimensional lumber are processed into engineered wood products such as oriented strand board. And we generate a substantial amount of energy from biomass fuels, including wood residuals.

Many of our mills actively seek partners and customers who are able to use wood residuals in their products or processes, further reducing waste. Obtaining maximum use of raw materials is a key consideration in process improvement, capital modifications, product changes and manufacturing operations.

In addition to these best practices relating to wood fiber, our manufacturing operations recycle other materials where possible.

CELLULOSE FIBER MILLS RESIDUAL MANAGEMENT¹

Estimated pounds of residuals per ton of production

	2005	2006	2007	2008	2009
Burned for energy²	3,464	3,464	3,637	3,468	3,387
Deposited in landfills	86	152	157	129	106
Land-applied for soil amendment	47	10	13	24	27
Recycled or beneficially reused other than for land application	28	35	19	26	11
Incinerated	0.5	0.5	0.1	0	0
Disposed as hazardous waste³	0.04	0.02	0.02	0.49 ⁴	0.003

1. Data reflects performance of Weyerhaeuser's 2009 portfolio of cellulose fibers mills. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical data.

2. Burned for energy both on-site and off-site.

3. Includes recurring and nonrecurring hazardous waste.

4. The 2008 increase in hazardous waste is due to completion of a remediation project which included disposal of hazardous waste.

WOOD PRODUCTS FACILITIES RESIDUALS MANAGEMENT

Estimated pounds of residuals per ton of production at Weyerhaeuser's North American wood products facilities

	2005	2006	2007 ³	2008	2009
Burned for energy¹	351	332	356	368	352
Deposited in landfills	17	21	21	14	11
Land-applied for soil amendment	11	15	15	16	14
Shipped off-site for use in other products	566	716	720	741	755
Beneficially reused other than for land application	28	27	36	18	38
Incinerated	5	6	0.1	0	0
Disposed as hazardous waste²	0.04	0.06	0.05	0.03	0.05

1. Burned for energy both on-site and off-site.

2. Includes recurring and nonrecurring hazardous waste.

3. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar to create a new fine paper company, Domtar Corporation. Sawmills included in the Domtar transaction or other sales transactions have been removed from historical data.

RESIDUALS MANAGEMENT

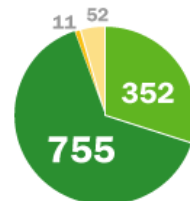
Estimated pounds of residuals per ton of 2009 production at Weyerhaeuser's North America cellulose fibers mills and wood products facilities.

CELLULOSE FIBERS MILLS



■ Burned for energy, on and off site
■ Deposited in landfills, incinerated, or disposed of as hazardous waste (recurring and nonrecurring)
■ Land-applied for soil amendment and for other beneficial reuse

WOOD PRODUCTS FACILITIES



■ Burned for energy, on and off site
■ Shipped off site for use in other products
■ Deposited in landfills, incinerated, or disposed of as hazardous waste (recurring and nonrecurring)
■ Land-applied for soil amendment and for other beneficial reuse

In 2009, 83 percent of our manufacturing facilities in the United States generated no hazardous waste or were in the U.S. Environmental Protection Agency's lowest-risk category for hazardous waste generation.

2009 HAZARDOUS WASTE GENERATION STATUS OF WEYERHAEUSER FACILITIES IN THE UNITED STATES

Conditionally

Small Quantity

Large Quantity

	Exempt	Generator	Generator
Cellulose fibers mills	50.0%	33.3%	16.7%
Wood products manufacturing facilities	98.1%	0.0%	1.9%
Wood products distribution facilities and other	100%		

The EPA's definitions for hazardous waste generation can be found on <http://www.epa.gov/epawaste/hazard/generation/index.htm>.

PERCENT OF FACILITIES REPORTING RECYCLING THE FOLLOWING MATERIALS IN 2009

Post-consumer paper	78%
Plastics	45%
Metal	77%
Batteries - vehicle and other	69%
Used Tires	65%
Used Oil	79%
Beverage containers	66%
Corrugated Cardboard	63%
Wood pallets, dunnage and construction debris	46%

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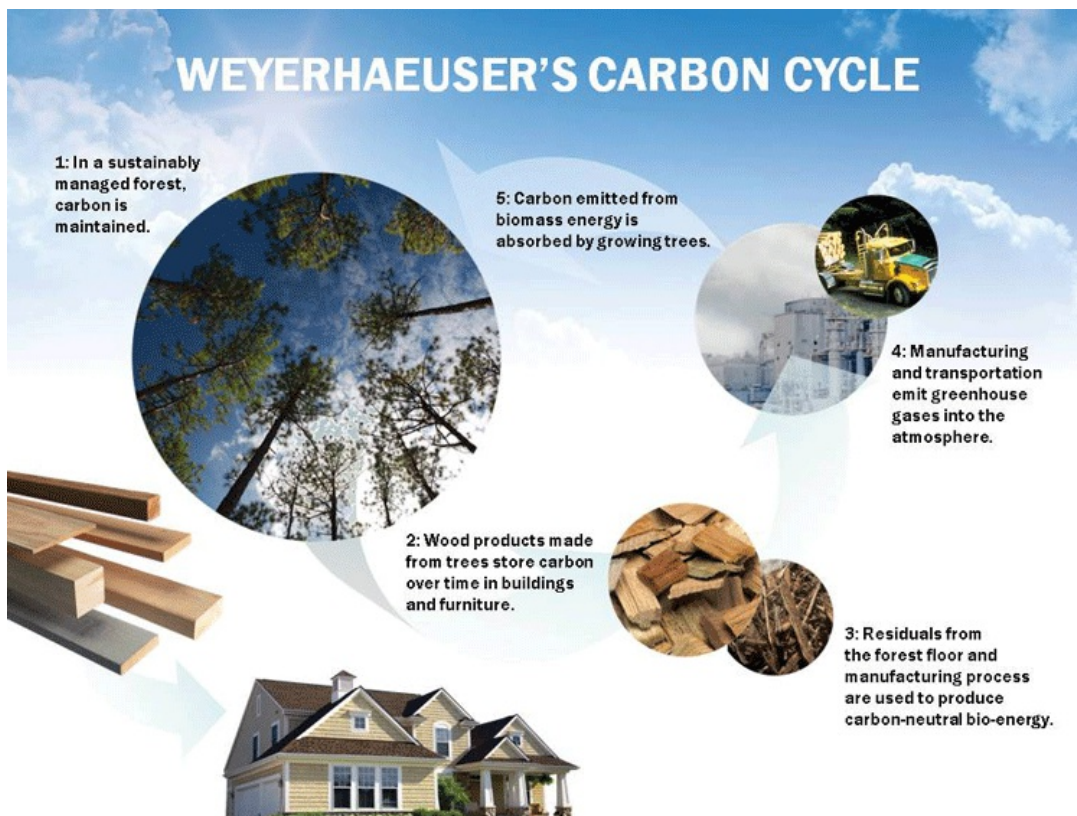
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BIOMASS

Weyerhaeuser grows and manages an abundant, renewable resource – biomass from our sustainably managed forestlands. This biomass should be a key element of the country's renewable energy strategies.

Unlike fossil fuels, which emit carbon into the atmosphere from geologic sources that are not renewable, carbon associated with the combustion of biomass is part of a natural cycle that maintains a carbon balance by removing emitted carbon from the atmosphere through photosynthesis and storing it in plants, trees and soil. This balance is reflected in widely-accepted science acknowledging that the combustion of wood biomass for energy in countries with increasing forest inventories (like the United States, for example) does not increase atmospheric carbon.



This biomass fuel source helps reduce our dependence on fossil fuels and contributes to the reduction of greenhouse gas emissions. We produce renewable energy at our operations from biomass such as bark, wood residuals, and wood extractives from pulping. Overall at Weyerhaeuser, biomass fuels supply about 74 percent of the energy needs for our manufacturing facilities. In some cases, we sell this biomass-based energy to the market. We are leaders in the use of highly efficient co-generation, such as combined heat and power, which is much more efficient than stand-alone generation.

Weyerhaeuser has partnered with Chevron to form Catchlight Energy, a joint venture company focused on developing cellulosic biofuel from non-food sources. The joint venture will research and develop technology for growing and converting cellulose-based biomass into economical, low-carbon biofuels.

We are also [exploring opportunities](#) for other materials that could be developed from renewable biomass, including carbon fibers, textiles and materials that could replace many fossil-fuel based substances.

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ENERGY USE

In 2009, we met 74 percent of our operations' energy needs through the use of renewable and carbon-neutral biomass fuels such as wood residuals and other organic byproducts. Much of the fuel we use in our cellulose fibers mills is consumed in boilers to generate high-pressure steam, which is used to generate electric power and heat. The latter is used to soften and separate wood fibers from each other and to dry pulp and paper.

Boilers can run on fossil fuels, but they can also use biomass—for example, bark and lignin—that is a byproduct of making pulp. Biomass fuel from sustainably managed forests is considered to have a neutral effect on greenhouse gases in the atmosphere because the regenerating forest absorbs the carbon dioxide released by burning the fuel.

In 2009, biomass fuel generated:

- 75 percent of our power in our cellulose fibers mills
- 69 percent of our energy supply at our wood products facilities

During 2009, we entered into several transactions involving the sale of "Green Tags." A "Green Tag" is a renewable energy certificate representing the environmental attributes associated with generating energy from renewable sources, including biomass fuel. The energy associated with the sale of these renewable energy credits is almost 2 percent of the total biomass energy used by the company.

We continue to pursue other alternatives to fossil fuels. For example, our Grande Prairie, Alberta, cellulose fibers mill increased its use of hydrogen to replace natural gas for its lime kiln, resulting in a further reduction in carbon dioxide emissions.

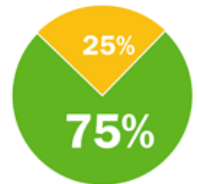
Increasing the use of biomass-based fuels and reducing our reliance on fossil fuels will reduce carbon dioxide in the atmosphere.

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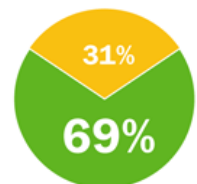
MOST OF OUR ENERGY CAME FROM GREENHOUSE-GAS-NEUTRAL BIOMASS FUEL

Percentage of energy consumed that was generated from biomass fuel, 2009

CELLULOSE FIBER MILLS



WOOD PRODUCTS FACILITIES



■ Biomass fuel
■ Other fuel sources

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ENHANCED ENERGY EFFICIENCY

In 2009, we continued our focus on energy efficiency and sought opportunities to reduce energy intensity in the manufacturing of our products. We continued systematically evaluating our energy use within our operating facilities to identify opportunities for efficiencies and savings. We implemented best practices, both operational and technological, to reduce energy use while increasing awareness in sustainable energy efficiency. Progress in reducing our energy intensity has been hampered by market conditions which have meant that many of our manufacturing operations have run below capacity, and thus, less efficiently.

In 2010, Weyerhaeuser's cellulose fibers and iLevel businesses took the U.S. Department of Energy Save Energy Now LEADER pledge. As part of this pledge, these operations committed to reduce energy intensity by 25 percent over 10 years.

Weyerhaeuser also participated with the U.S. EPA in the development of a [Pulp & Paper Energy Guide](#) and Energy Performance Indicator Tools for pulp mills and integrated pulp & paper mills. These tools can be used to guide future energy efficiency activities.

2009 accomplishments included:

- Achieving more than 4,000,000 kWh in sustainable electrical usage reduction via compressed air and lighting best practices, which reduced our greenhouse gas emissions by 726 metric tons.
- Reducing power purchases by more than 32,000,000 kWh via process systems retrofits, which reduced our greenhouse gas emissions by more than 6,500 metric tons.

ENERGY USE

Millions of BTUs per ton of production at Weyerhaeuser's manufacturing operations

	2005	2006	2007	2008	2009
Cellulose fibers ¹	32.5	31.5	32.8	31.1	30.9
Wood products	2.69	2.58	2.64	2.88	2.89

1. Data reflects performance of Weyerhaeuser's 2009 portfolio of cellulose fibers mills. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical data.

CELLULOSE FIBER MILL ENERGY USE

Millions of BTUs per ton of production¹

	2005	2006	2007	2008	2009
Fossil fuel consumption	4.2	2.7	3.9	3.9	4.0
Biomass fuel energy from chemical-recovery process and manufacturing residuals	24.7	24.1	25.1	23.7	23.2
Purchased electricity	2.7	3.7	2.7	2.6	2.7
Purchased steam	0.9	1.0	1.0	1.0	1.2
Total energy consumed per ton of production	32.5	31.5	32.8	31.1	30.9
Percentage of energy consumed generated from biomass fuel	76%	77%	77%	76%	75%

WOOD PRODUCTS FACILITIES ENERGY USE

Millions of BTUs per ton of production at Weyerhaeuser's wood products facilities¹

	2005	2006	2007	2008	2009
Fossil fuel consumption	0.46	0.44	0.42	0.46	0.41
Biomass fuels	1.58	1.52	1.67	1.81	1.99
Purchased electricity	0.38	0.38	0.39	0.41	0.41
Purchased steam	0.28	0.24	0.16	0.19	0.08
Total energy consumed per ton of production	2.70	2.58	2.64	2.88	2.89
Percentage of energy consumed generated from biomass fuel	53%	58%	63%	63%	69%

1. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar to create a new fine paper company, Domtar Corporation. Sawmills included in the Domtar transaction or other sales transactions have been removed from historical data.

RELATED LINKS

[Learn more about energy conservation at our corporate headquarters building](#)

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CLIMATE CHANGE

In 2006, we committed to reduce greenhouse gas emissions 40 percent by 2020 using a 2000 baseline. Our primary path to achieve this goal is by deriving more energy from carbon-neutral biomass to meet the needs of our manufacturing operations.

The result is a positive for shareholders and sustainability. Shareholders benefit from lower energy costs, and the environment benefits from lower emissions of greenhouse gases. When biomass such as wood is combusted for energy, it releases back into the atmosphere carbon dioxide that the trees had absorbed from the atmosphere during their growth. Therefore, by deriving the majority of our energy from biomass rather than fossil fuel, we avoid releasing additional carbon dioxide.

Our management strategies and processes in place guide progress toward our GHG reduction goal. They include:

- Evaluating the GHG emissions from proposed energy-related investments
- Optimizing both the use of biomass fuels and co-generation systems to meet mill energy needs
- Improving energy efficiency in our manufacturing processes

Greenhouse Gas Reduction

Forest Management Practices Contribute Positively

Greenhouse Gas Reporting Rules

Climate Change Policy

Involvement in Policy Initiatives

Financial Implications, Risks and Opportunities

GREENHOUSE GAS REDUCTION

Our efforts are reducing Weyerhaeuser's greenhouse gas emissions footprint. Our direct emissions include the sum of our emissions at all of our manufacturing facilities plus transportation fleets owned or operated by Weyerhaeuser. Direct emissions in 2009 were 1.7 million metric tons, which was 270,000 metric tons less than in 2000, our base year. This is a decrease of 13 percent. As in 2008, our 2009 GHG direct emission reductions primarily came from the combined effect of operations consolidation in our higher efficiency mills, and lower levels of production. Our indirect emissions estimated from purchased electrical power have fluctuated since 2000. In 2009, our indirect emissions were approximately 20 percent less than in 2000.

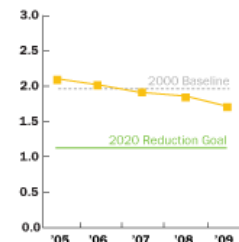
At a 13 percent reduction compared to 2000, we have made real progress, but not on our original trajectory. When we adopted our greenhouse gas reduction commitment in 2006, we stated that it assumed a comparable business portfolio. Since that time, our business portfolio has changed significantly with the divestment of our fine paper operations and related assets in March 2007 and the sale of our containerboard, packaging and recycling business in August 2008. These businesses represented a significant portion of our manufacturing operations. In accordance with the Greenhouse Gas Protocol, emissions from divested facilities are removed from the base year and subsequent years. As a result of these divestitures, our 2000 baseline changed from 7.1 million metric tons CO₂e to 1.98 million metric tons CO₂e. While these transactions removed several high greenhouse gas-emitting operations from our manufacturing portfolio, they also removed several projects that had increased efficiency and utilization of biomass energy. Our commitment to reduce greenhouse gas emissions has not waived, but given this strategic shift in our company structure, we will reevaluate our progress and our original goal during 2010 to determine whether adjustments are needed.

Measured in terms of intensity (GHG emissions per metric ton of production), our direct greenhouse gas emissions in 2009 increased compared to previous years, primarily due to the inefficiencies of mills operating at reduced capacity with lower production than in previous years.

Our greenhouse gas inventory process adheres to the guidelines published by the Greenhouse Gas Protocol Initiative's Greenhouse Gas Protocol, Revised Edition, and its associated calculation tools that are relevant to our operations. The initiative is a multi-stakeholder partnership convened by the World Business Council for Sustainable Development and the World Resources Institute. Following guidance in this protocol, adjustments to the baseline year and subsequent years' data have been made on a whole-year basis for divestments and acquisitions affecting our greenhouse gas inventory. The absolute value (reported in metric tons CO₂e) of our entire GHG emission inventory can change as a result of these adjustments. In accordance with the Greenhouse Gas Protocol, emissions from divested facilities are removed from the base year and subsequent years.

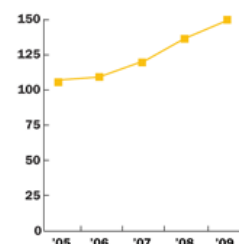
DECLINE IN DIRECT GREENHOUSE GAS EMISSIONS

(In million metric tons CO₂e)



GREENHOUSE GAS INTENSITY

(In kilograms CO₂e per metric ton of production)



GREENHOUSE GAS EMISSIONS

In million metric tons CO₂e

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Direct GHG emissions	1.98	2.10	2.25	2.41	2.16	2.11	2.02	1.91	1.86	1.71
Indirect GHG emissions	1.23	1.27	1.68	1.79	1.92	1.89	1.84	1.49	1.37	0.97

FOREST MANAGEMENT PRACTICES CONTRIBUTE POSITIVELY

Because forests both sequester and release carbon in unequal amounts over time, forest carbon reporting has special accounting issues. The rate of forest carbon sequestration is subject to seasonal variation, annual variation due to climate and disturbance impacts, age-related variation due to the natural cycle of tree growth, and effects from forest management practices such as fertilization and harvesting. The U.S. Department of Energy 1605(b) guidelines do not distinguish between production and non-production lands but affirm that sustainably managed forests balance harvest and growth cycles over time and landscape and can be considered carbon neutral.

Although these processes are complex, there are certain trends that can be estimated across a large landscape. We have taken a conservative approach to estimating the standing stock carbon sequestered on our lands. Only afforestation is included in our GHG inventory as areas that sequester carbon. The estimates we make for these sequestration activities are based on conservative assumptions of carbon growth on these lands and do not reflect field measurements. During 2009, these lands accounted for 670,000 metric tons of sequestered CO₂.

FOREST PRODUCTS SEQUESTER CARBON

Some of the carbon stored in trees harvested from sustainably managed forests is captured in our products, limiting the amount of carbon dioxide in the atmosphere. Wood products store carbon during their useful life. We use a third-party 100-year-decay method for quantifying this long-term forest-product carbon sequestration, which for 2009 indicates that we totaled 5.1 million metric tons of product-sequestered CO₂. The reduction in our product sequestration total compared to previous years is largely due to curtailments in manufacturing due to economic conditions.

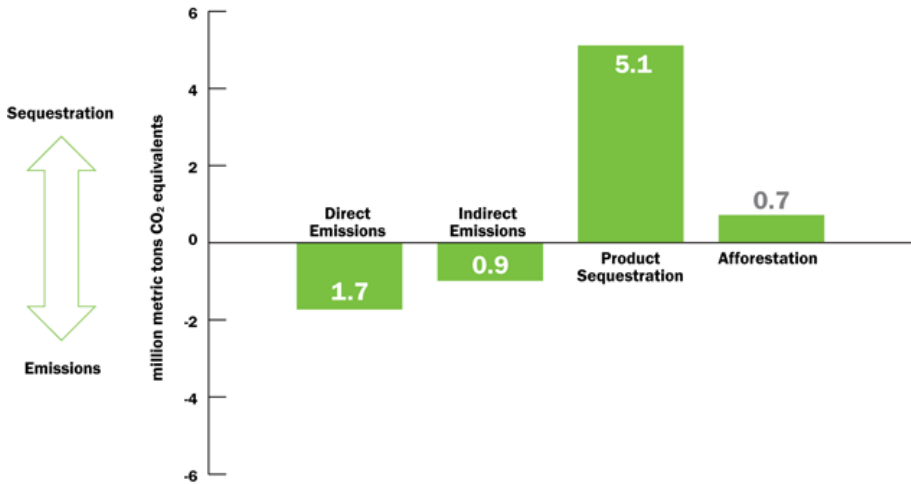
5.1
Million metric tons of product-sequestered CO₂ in 2009

OUR NET 2009 INVENTORY

We sequestered approximately 5.8 million metric tons of carbon dioxide in our forests and products in 2009. We reduced this amount by our direct emissions and by 0.1 million metric tons of CO₂ reflecting a GHG emissions debit for the sale of 139,974 "Green Tags." In sum, during 2009 we sequestered greater than 3 times more carbon dioxide than we directly emitted and accrued by green tag trades, effectively removing approximately 4.0 million metric tons of CO₂ from the atmosphere.

These estimates of emissions and sequestration represent our corporate net carbon inventory. Our inventory does not include upstream or downstream emissions not owned or controlled by Weyerhaeuser. Although some of these amounts may be eligible as carbon credits under future regulation, they should not be considered so at this time. Weyerhaeuser has not yet to date engaged in any forest or wood product carbon offset projects. In 2009, Weyerhaeuser generated about 155,000 Emission Performance Credits (EPC) in Alberta after our Grande Prairie cellulose fibers mill surpassed their legislated greenhouse gas reduction requirements.

Our manufacturing and forestry operations sequestered more than they emitted in direct emissions by about 4.0 million metric tons CO₂. Indirect emissions are also shown for reference.



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GREENHOUSE GAS REPORTING RULES

Weyerhaeuser operations are subject to several federal, state and provincial greenhouse gas reporting rules. All Weyerhaeuser facilities subject to GHG reporting rules are currently in compliance with requirements. On October 30, 2009, EPA published the "Mandatory Reporting of Greenhouse Gas" rule. Weyerhaeuser facilities subject to the EPA rule have implemented measuring and monitoring systems to comply with the EPA's requirements.

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CLIMATE CHANGE POLICY

We believe that public policies that are based on sound science, set forth clear objectives and standards of performance, and leverage free market economics can achieve beneficial change with respect to energy security and greenhouse gas emissions. We support a long term, economy-wide framework that harmonizes with other regional and international climate change initiatives.

Weyerhaeuser believes that the best way to reduce greenhouse gas emissions is legislation that regulates and values carbon using market based mechanisms that include cap-and-trade. Future policies should include these key components:

- Expand the definition of "renewable biomass" to broadly recognize renewable biomass feedstock resources, including energy crops grown on forestlands.

- Recognize the carbon dioxide emissions resulting from the combustion of biomass and biomass derived fuels as carbon neutral.
- Distribute carbon emission allowances to covered sectors at no cost to ensure that energy intensive manufacturers are not at a competitive disadvantage in international markets.
- Include a robust domestic and international offset program which recognizes and allows credits for the sequestration and storage of carbon through reforestation, afforestation, avoided deforestation, harvested wood products, and forest management projects.
- Incent and recognize combined heat and power cogeneration facilities for their inherent energy efficiency capacity.
- Recognize the forest products industry's existing investment in renewable energy in a federal Renewable Electricity Standard.
- Provide credit for early actions that reduce GHG emissions or increase sequestration of atmospheric carbon dioxide taken over the past decade.

On May 13, 2010, the U.S. Environmental Protection Agency issued a final rule for stationary sources of greenhouse gases. The tailoring rule phases in EPA regulation of greenhouse gas emissions by modifying Congressionally established emission thresholds under the Clean Air Act. Unfortunately, in the rule, EPA included emissions from combustion of biomass and biomass-derived fuels in the threshold calculation. This is the first ruling by EPA that does not recognize biomass as carbon neutral, which is the accepted international protocol by the U.N. Intergovernmental Panel on Climate Change, European Union Emission Trading System, and even many other EPA and Department of Energy programs.

Weyerhaeuser is opposed to EPA's recently finalized PSD tailoring rule, as it regulates carbon-neutral, biomass-derived emissions in the same manner as fossil fuel emissions. Weyerhaeuser strongly supports Congressional action on climate and energy legislation, as this approach is preferable to regulations of greenhouse gas emissions under the Clean Air Act.

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INVOLVEMENT IN POLICY INITIATIVES

In early 2010, we joined the U.S. Climate Action Partnership, which is a [group of businesses and environmental organizations](#) that have come together to call on the federal government to quickly enact strong national climate and energy legislation to require significant reductions of greenhouse gas emissions. Weyerhaeuser is also one of sixty companies pilot testing the two new GHG Protocol standards – the [WRI/WBCSD Product Life Cycle Accounting and Reporting Standard](#) and the [Scope 3 \(Corporate Value Chain\) Accounting and Reporting Standard](#).

We support and are actively involved in national and international climate change policy initiatives, including:

- U.S. Climate Action Partnership
- The Forest Products Association of Canada's discussions with Canadian officials to develop equitable, balanced approaches to meet Canada's commitments under the Kyoto Protocol
- The Business Environmental Leadership Council for the Pew Center on Global Climate Change
- The World Business Council for Sustainable Development Energy & Climate focus area core team
- The U.S. Business Roundtable's Climate Resolve and S.E.E. Change programs
- The Washington State Climate Action Task Force
- The Forest Climate Working Group
- The Western Climate Initiative
- The Forest Carbon Standards committee, accredited by the American National Standards Institute (ANSI)
- Energy Intensive Manufacturers Working Group

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FINANCIAL IMPLICATIONS, RISKS AND OPPORTUNITIES

We recognize that climate change poses both potential risks and opportunities, and we have strategies in place to address these challenges and capture future opportunities. We closely monitor developments in the area of carbon markets and are developing our capability to assess the opportunities and risks of participating in those markets in the future. Given our commitment to reduce greenhouse gas emissions 40 percent by 2020 relative to our 2000 emissions, we anticipate that we will be well positioned to respond to and comply with future governmental requirements to reduce emissions.

Our operations are largely based in countries that have yet to implement mandatory programs for reducing greenhouse gases. Some countries, such as Canada and Uruguay, have adopted the Kyoto Protocol; the United States has not. But in all cases, public policy is moving toward adopting a mandatory approach to address the challenges of climate change through programs that will likely require the reduction of GHG emissions. We have designed our climate change strategy to meet likely future regulatory obligations. There are, however, other risks that may be related to climate change.

ADAPTABILITY OF FOREST OPERATIONS

Severe weather or other natural events capable of affecting the company's assets—standing timber and manufacturing facilities—have long been at the core of our business risk management practices. We manage our timberlands for a variety of risks, including losses from storm blow-down, pest infestation, fire and drought. We locate our forestlands in geographies which experience manageable incidence rates of storms, drought and fire. We use regionally-adapted sustainable forest management practices to reduce the effects of drought on regeneration, and we use thinning to reduce the potential effects of drought and insect attack. We also plant our forest lands with tree species and varieties that are best able to withstand the regional extremes in climate that can occur over the multidecade growth period for forests.

We continue to build on over five decades of long-term growth and yield research to understand growth trends over time and their relationship to local and regional climate. This information forms a basis for adaptive management planning tools to address possible shifts in our growing environment. We have invested in on-going monitoring of our plantations that can provide an early indication of change in adaptation and reforestation success. Our bio-mathematical models of tree growth in response to growing environment, climate, and cultural practices enable us to assess possible vulnerabilities to shifts in climate that may affect our forests.

We regularly update our forest timber inventories, growth projections, harvest schedules and planting activities to account for potential and actual annual losses from extreme weather. Logging and replanting schedules are also adjusted to account for weather-induced conditions that could delay either activity. In making these adjustments, we are able to draw on more than 100 years of silvicultural research and experience, as well as the most up-to-date statistical methods to quantify these risks by region.

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AIR QUALITY

Our air emissions have been steadily declining. Air emissions from our facilities come primarily from two sources:

- Industrial boilers that burn fuel to produce electricity and steam and recover chemicals used in the pulping process
- Airborne chemicals released in the production of wood, pulp and paper products

Air Quality Measures ▼

Limited Use of Methyl Bromide ▼

AIR QUALITY MEASURES

Boiler replacements and upgrades at pulp and paper mills have a positive effect on air quality. Between 2000 and 2009, our cellulose fibers facilities reduced their SO₂ emissions by 25 percent and their particulate matter emissions by 36 percent. In our wood products mills, we've reduced air emissions of volatile organic compounds by 19 percent since 2000. Also since 2000, our wood products and cellulose fibers facilities reduced air emissions of particulate matter per ton of production by 66 percent and nitrogen oxides by 18 percent. This trend is the result of process modifications and the use of lower-emitting additives as well as pollution-control equipment that has captured or destroyed a significant amount of emissions.

Our strategy for reducing air emissions evaluates cost effective options including process changes, efficiency improvements, and, when necessary, add-on pollution control equipment. Our approach is to determine the most effective means to meet regulatory requirements and improve performance while minimizing greenhouse gas and conventional air pollutant emissions.

CELLULOSE FIBERS — AIR-QUALITY MEASURES

Estimated pounds emitted per ton of production¹

	2005	2006	2007	2008	2009
Nitrogen oxides	4.5	4.4	4.7	4.4	4.2
Particulate matter	1.5	1.3	1.2	1.1	1.0
Sulfur dioxide	3.3	3.4	3.3	3.1	2.7
Total reduced sulfur	0.2	0.1	0.1	0.1	0.1

1. Data reflects performance of Weyerhaeuser's 2009 portfolio of cellulose fibers mills. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical data.

WOOD PRODUCTS FACILITIES — AIR-QUALITY MEASURES

Estimated pounds emitted per ton of production

	2005	2006	2007 ¹	2008	2009
Carbon monoxide	3.0	3.2	2.2	2.1	2.5
Volatile organic compounds	1.5	1.4	1.5	1.5	1.5
Particulate matter	0.8	0.8	0.9	0.5	0.5
Nitrogen oxides	0.6	0.6	0.6	0.6	0.7

1. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar to create a new fine paper company, Domtar Corporation. Sawmills included in the Domtar transaction or other sales transactions have been removed from historical data.

CANADIAN CRITERIA AIR CONTAMINANTS REPORTING

Estimated metric tons released from Weyerhaeuser's Canadian manufacturing facilities

	2004	2005	2006	2007	2008 ¹
Oxides of nitrogen (as NO₂)	4,965	5,246	4,494	1,298	1,115
Carbon monoxide	16,433	14,264	14,268	3,292	2,195
Sulfur dioxide	1,307	1,402	1,810	1,717	2,061
Total particulate matter	4,258	4,066	3,849	828	532
Particulate matter < 10um	3,130	3,000	2,881	668	344
Particulate matter < 2.5um	2,556	2,492	2,231	568	257
Volatile organic compounds	4,502	3,985	3,397	1,377	852
TOTAL Canadian Weyerhaeuser operations²	31,465	28,963	27,818	8,505	6,755

➤ SUSTAINABILITY IN ACTION

Something is bugging folks in Elkin, N.C.

Weyerhaeuser's OSB mill in Elkin, N.C., is employing a team of millions to reduce air pollutants emitted from their press. Instead of using a traditional natural-gas-consuming regenerative catalytic oxidizer to get the job done, they've installed a biofilter that uses emission-eating bacteria to help the mill meet air-emission standards.

The standards are set by the Maximum Achievable Control Technology rule, known as MACT, which requires a reduction of certain emissions by 90 percent. For Elkin, the rule required a reduction of formaldehyde emissions.

To achieve this goal, the mill opted for a biofilter because it doesn't require natural gases or carbon fuels in its process and the bacteria are free. The regenerative catalytic oxidizer would have cost half a million dollars per year in fuel cost alone.

The biofilter works by taking OSB press emissions through a series of chambers where the moist environment encourages the growth of bacteria that "eat" the emissions.

"We count the bugs monthly to keep things operating smoothly," says Billie Caudill, environmental specialist at the Elkin mill. "If the temperature gets too hot, they die. If it gets too cool, they sleep and don't eat. Every now and then they like a little Miracle Gro fertilizer or five gallons of molasses."

The destruction removal efficiency rate for this process is impressive — more than 95 percent. And with minimal operational costs, the bugs offer a financially sustainable solution to this environmental challenge, too.

LIMITED USE OF METHYL BROMIDE

The forest products industry uses methyl bromide, in a targeted and careful way, to prevent seedling mortality by harmful insects, weeds and disease-causing organisms in tree-seedling nursery beds, and product shipments as appropriate to meet quarantine pest control requirements. In accordance with the Montreal Protocol, countries are phasing out substances that deplete the ozone layer. Methyl bromide is one such substance.

Within the Protocol, industry can still legally use methyl bromide to prevent the spread of designated quarantine pests, which can include diseases, insects and invasive weeds. The ability to use methyl bromide and other chemicals in forest nurseries enables a very small overall nursery land base to supply the planting stock necessary to promptly plant thousands of acres of forest land annually, with the corresponding significant environmental and societal benefits that healthy working forests bring. Weyerhaeuser uses methyl bromide carefully in targeted and limited applications. For example, we achieved a 22 percent reduction in pounds of methyl bromide applied per acre in our Washington and Oregon tree nurseries between 2001 and 2009.

Weyerhaeuser has been a leader in research to develop alternatives to methyl bromide for forest nursery use in partnership with a number of other agencies and sponsors. This research has met with some success, but no other fumigants or other alternatives evaluated to date have shown efficacy across the range of climate, soil type and pest conditions. As global supplies of methyl bromide continue to decline, the industry will depend heavily on manufacturers and distributors to step up with effective, cost-effective, environmentally sound alternatives and the technology to apply them safely.

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WATER QUALITY

We continually work to improve water quality, in particular by reducing biodegradable organic materials in wastewater. When left untreated, biodegradable organic materials can contribute to low dissolved oxygen levels in receiving waters, which may harm some aquatic organisms. High levels of untreated solids, measured as total suspended solids, can reduce river clarity, inhibit photosynthesis, and damage fish and aquatic insect sediment habitat.

We also work to protect water quality in areas where we grow and manage timber. We grade and maintain roads so runoff is channeled to the forest floor, keeping silt away from streams. We build culverts and bridges to allow fish passage, and we seed exposed road banks with grasses to prevent erosion.

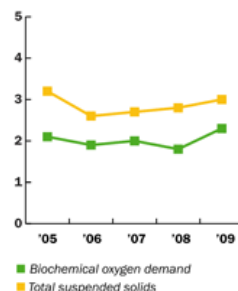
WOOD PRODUCTS — WATER-QUALITY MEASURES

Estimated discharge of selected pollutants in pounds per ton of production

	2005	2006	2007	2008	2009
Biochemical oxygen demand	0.02	0.03	0.03	0.03	0.03
Total suspended solids	0.01	0.02	0.01	0.01	0.01

CELLULOSE FIBER MILLS¹: WATER-QUALITY MEASURES

Estimated discharge of selected pollutants² in pounds per ton of production



1 Data reflects performance of Weyerhaeuser's 2009 portfolio of cellulose fibers mills. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical data.

2 Treated wastewater.

DISCHARGE OF ADSORBABLE ORGANIC HALIDES

Because we no longer use elemental chlorine for pulp and paper bleaching, our discharges of adsorbable organic halides have decreased by more than 93 percent between 1990 and 2009.

DISCHARGES OF ADSORBABLE ORGANIC HALIDES

Pounds of AOX discharged per ton of bleached production from Weyerhaeuser's cellulose fibers mills²

	1990 ¹	2005	2006	2007	2008	2009
AOX	5.1	0.3	0.3	0.3	0.3	0.3

1. Base year is 1990.

2. Data reflects performance of Weyerhaeuser's 2009 portfolio of cellulose fibers mills. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical data.

WASTEWATER DIOXINS

Weyerhaeuser eliminated the use of elemental chlorine to bleach and whiten pulp at all of our mills in the late 1990s. As a result, the concentration of dioxins—a byproduct of elemental chlorine—has dropped to nondetectable levels in treated mill wastewater across company operations.

Our pulp is produced using advanced technologies such as extended delignification (removing lignin, a chemical that binds wood fibers together), that further reduce the amount of bleaching chemical used in the production process. These improvements have virtually eliminated dioxins from our wastewater while continuing to meet customer expectations for brightness in our paper products.

POLLUTION-CONTROL SYSTEMS

Minute amounts of dioxin are released through permitted air emissions, such as from biomass-fired boilers, which burn wood residuals such as bark. Just as campfires release dioxin, so do our mills when we burn biomass fuel. We're addressing the environmental impact through techniques that improve combustion efficiency and temperature controls.

Dioxin is also found in some of the residuals, such as boiler ash, from our mill operations and in some solids that are removed during restoration work on our wastewater-treatment systems. These solids are handled according to federal, state and provincial regulations.

SUSTAINABILITY IN ACTION

Columbus is singing in the rain

Weyerhaeuser's modified fiber facility in Columbus, Miss., has a lot less to worry about when it rains.

The site used to use a 10,000 gallon sump to hold wastewater and storm water. The water would have to go through a pre-treatment process that involved cycling through a scrubber and a filter before going to the local publicly owned treatment works.

"When the manufacturing process was down, the pretreatment was also down," says Sarah McAnally Heinkel, who works at the mill. "So if we had large amounts of wastewater, there was no way to clear the sump." Heavy rain could also trigger this problem

with surges of storm water that challenged storage capacity. Wastewater would then have to be transferred to empty tanks on site or trucked offsite by a local company that used it in their manufacturing processes.

Enter the BT40 water treatment system.

Gone are the Columbus team's worries about an over-capacity sump flooding out motors to the fiber fans. No longer do they need to find storage options for excess wastewater. The BT40 is a self-contained, batch, pre-treatment system with a 900-gallon tank where the pH of the wastewater is neutralized. Wastewater goes through a filter where solids are collected and then flows immediately to the publicly owned treatment works. The new system is not only more efficient, but more effective.

Now that's something to sing about.

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WATER USE AND CONSERVATION

We recognize water use and water quality as global social and environmental issues. In 2009, we participated in a forest products industry research study that evaluated best practices and approaches to reducing water use in pulp and paper manufacturing. Research indicates that approximately 88 percent of the water used in the forest products manufacturing process is treated and returned to the environment.

Making pulp and paper requires large volumes of water, and we are working on ways to reduce water use in our operations. As part of our membership in the [U.S. Business Roundtable S.E.E. Change initiative](#), we set a water-use reduction goal in May 2008 to reduce water use at our cellulose fibers mills 20 percent by 2012, from a 2007 baseline. We achieved a 12.5 percent water use reduction in 2009 compared to our 2007 baseline. The goal-setting process included analyzing water use at our cellulose fibers mills and comparing performance to industry benchmarks. We include separate cooling water discharges as part of our total water use at these mills.

We also monitor our effect on water tables in our forestry operations. For instance, in Uruguay, where we've planted trees on former grazing land, we initiated a long-term study in 1999 to determine the effect of the land use change on the region's water table. Since then, we've collaborated with a Uruguayan organization and North Carolina State University to determine the effects of change in land use, including annual water yield, peak runoff rates, and water quality.

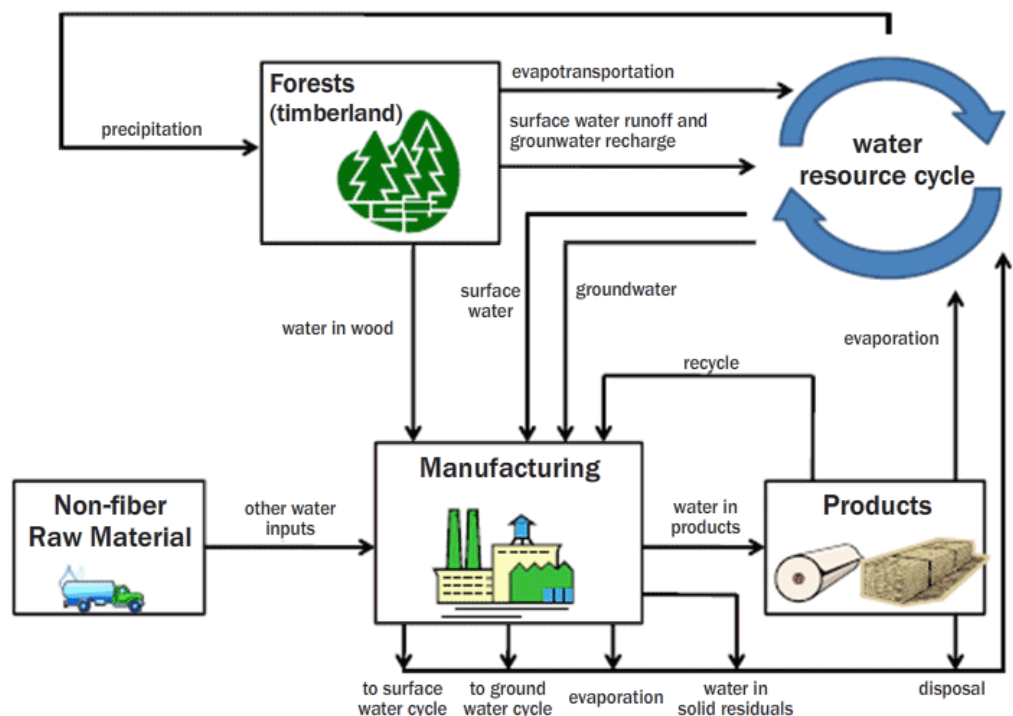
WATER USE

Total water use: Estimated gallons of water used per ton of production

	2005	2006	2007	2008	2009
Cellulose fiber mills total wastewater discharged ^{1, 2}	17,192	16,018	15,978	14,409	13,954
Wood products facilities water use	104	91	90	90	95

1. Wastewater discharged is used as a surrogate measurement for water use and includes separate cooling water discharges.
2. Data reflects performance of Weyerhaeuser's 2009 portfolio of cellulose fibers mills. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical data.

Connection of the Forest Products Industry to the Water Cycle



Source: National Council for Air and Stream Improvement. Water Profile Of The United States Forest Products Industry, Technical Bulletin No. 960. March 2009.

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TRANSPORTATION

Weyerhaeuser uses a variety of modes of transportation for our raw materials and finished products. We rely primarily on third parties to meet our transportation needs, but also operate our own systems. For example, we operate Westwood Shipping Lines, a subsidiary that provides custom transportation of containers, forest products and other cargo to Pacific Rim countries.

We have a 2,757-railcar private fleet and five short-line railroads that carry more than 46,000 carloads a year. In 2009, our private truck fleet included more than 269 trucks that covered almost 10 million miles.

OUR MODERN SHIPPING FLEET PROTECTS OCEAN WATERS

We own four shipping vessels that are seven or fewer years old and are operated in compliance with Det Norske Veritas' Clean Class notation. Air and ocean-water quality have been improved due to the features of these ships, including:

- Reduced engine emissions
- Use of low-sulfur fuels
- Improved combustion of fuel, avoiding formation of soot and visible smoke
- Ballast water, fuel oil and garbage management plans
- Systems to exchange ballast at sea, keeping foreign species out of local ecosystems
- Double-hulled construction with inboard-located fuel tanks
- Less toxic paint on the ship bottom

HEADQUARTERS EMPLOYEES REDUCE DEPENDENCE ON CARS

More than half of our corporate headquarters region staff are enrolled in the Weyerhaeuser Freeways program. The program encourages people to commute using vanpools, carpools and shuttle services to public-transit hubs or by walking or biking. In 2009, this program reduced the total vehicle miles driven to and from work by 548,105, which reduced emissions of fine particulate matter by 30,146 pounds. The Freeways program also reduced employee's vehicle operating costs by \$53,714.

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548,105

Vehicle miles reduced from total commute to headquarters.

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REDUCING CHEMICAL RISK

Reducing chemical risk is a continued focus at Weyerhaeuser. Our chemical management policy sets clear expectations for "no new purchases" of products containing polychlorinated biphenyls, asbestos or lead-based paints and "restricted use only" of products containing chlorinated solvents, mercury compounds or aerosol propellants.

Our focus on reducing the overall number of chemical products used through improved inventory management and on improving the accuracy of our chemical product inventory by eliminating outdated records. These efforts reduce the risk of chemical exposures and improve employee access to chemical product information through Material Safety Data Sheets.

Companywide, we continue to focus on reducing chemical risk, including:

- Reducing and eliminating the use of certain high-risk chemicals identified in our chemical management policy
- Continuing our chemical reduction efforts through improved inventory management of all chemical products and better MSDS management
- Seeking less hazardous substitutes for chemicals and using these across the company

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U.S. TOXIC RELEASE AND CANADIAN NATIONAL POLLUTANT RELEASE INVENTORIES

Every year, we report the release of certain chemicals into the air, water and land under the U.S. Toxic Release Inventory and the Canadian National Pollutant Release Inventory. With rare exceptions, these are lawfully permitted releases that are made in a controlled fashion after steps have been taken to reduce the emissions and mitigate their effects.

Both inventories mandate that we report total emissions without regard to changes in production levels.

FIVE-YEAR U.S. TOXIC RELEASE INVENTORY

Estimated tons released from Weyerhaeuser's U.S. manufacturing facilities

	2004	2005	2006	2007	2008 ¹
Methanol	6,971	6,630	6,616	4,511	1,786
Ammonia	1,037	1,055	903	697	373
Manganese compounds	789	633	654	797	421
Hydrochloric acid	539	593	593	200	127
Acetaldehyde	738	494	496	266	157
Formaldehyde	427	392	243	245	191
Nitrate compounds	256	164	160	257	77
Sulfuric acid	164	145	130	106	58
Methyl ethyl ketone	76	_2	_2	_2	_2
Barium compounds	138	117	145	302	103
Phenol	103	97	74	92	99
Zinc compounds	103	8388	83	111	63
Lead and lead compounds	19	49	17	25	8
Chloroform	33	41	24	19	18
Cresol (mixed isomers)	58	36	37	1	2
Chlorine	23	19	15	12	11
Chlorine dioxide	21	22	12	5	4
Mercury and mercury compounds	0.06	0.07	0.08	0.11	0.01
Dioxin and dioxin-like compounds—in grams³	688 ⁴	331 ⁴	216 ⁴	48 ⁴	12 ⁴
Other compounds	113	126	122	125	26
TOTAL U.S. Weyerhaeuser operations	11,610	10,702	10,324	7,771	3,524

1. 2008 is the most recent reporting period.

2. Dashes indicate a chemical was not required to be reported for these years or there was no quantity to report.

3. Dioxin is presented in grams, while other chemicals are presented in tons. All required dioxin isomers and compounds are reported regardless of their relative toxicity.

4. Amount shown includes disposal of materials as part of approved remediation activities as well as from normal operational discharges. The dioxin in materials disposed as part of remediation activities was created by discontinued processes.

FIVE-YEAR CANADIAN NATIONAL POLLUTANT RELEASE INVENTORY

Estimated metric tons released from Weyerhaeuser's Canadian manufacturing facilities¹

	2004	2005	2006	2007	2008 ²
Methanol	1,127	1,159	1,154	441	257
Formaldehyde	154	331	307	191	84
Phosphorous (total)	459	438	372	101	69
Ammonia	—	—	—	98	74
Acetaldehyde	233	142	110	56	30
Manganese	274	285	271	50	34
Total Reduced Sulfur	—	—	—	36	35
Hydrochloric acid	63	61	47	22	22
Phenol	15	29	24	7.7	7.5
Chlorine dioxide	61	64	39	2.7	—
Methylenebis (phenylisocyanate) — MDI	4	4	3	2	0.6
Polymeric diphenylmethane diisocyanate	—	—	—	0.2	—
Lead compounds	3	2	2	0.1	0.2
Cadmium compounds	0.6	0.4	0.4	0.2	0.1

Phenanthrene	—	—	—	76.1 kg	34 kg
Pyrene	—	—	—	23.32 kg	16 kg
Fluoranthene	—	—	—	21.26 kg	9 kg
Acenaphthylene	—	—	—	10 kg	14 kg
Benzo(a)phenanthrene	—	—	—	6 kg	—
Fluorene	—	—	—	5.50 kg	—
Benzo(a)pyrene	—	—	—	5.60 kg	—
Acenaphthene	—	—	—	1.9 kg	—
Benzo(a)anthracene	—	—	—	1.57 kg	—
Benzo(k)fluoranthene	—	—	—	1.75 kg	—
Benzo(b)fluoranthene	—	—	—	1.17 kg	—
Indeno(1,2,3-c,d)pyrene	—	—	—	0.60 kg	—
Dibenzo(a,h)anthracene	—	—	—	0.60 kg	—
3-Methylcholanthrene	—	—	—	0.31 kg	—
Benzo(j)fluoranthene	—	—	—	0.22 kg	—
Benzo(g,h,i)perylene	—	—	—	0.32 kg	—
Perylene	—	—	—	0.016 kg	—
Hexachlorobenzene	—	—	—	1.8 grams	—
Dioxin and dioxin-like compounds —grams ³	0.04	0.03	0.03	0.001 grams	0.001 grams
Hydrogen sulfide	321	245	124	—	—
Zinc	68	62	25	—	—
Sulfuric acid	22	23	21	—	—
Acrolein	104	32	17	—	—
Ethylene glycol	8	7	2	—	—
Hexavalent chromium compounds	0.9	1.2	0.6	—	—
Polycyclic aromatic hydrocarbons	1.1	0.9	0.8	—	—
Arsenic compounds	1.0	0.7	0.6	—	—
Nitrate ion	0.6	0.4	0.6	—	—
Mercury compounds	—	—	0.003	—	—
Isopropyl alcohol	12	—	—	—	—
TOTAL Canadian Weyerhaeuser operations	3,481⁴	3,449⁴	2,993⁴	1,008⁴	615⁴

1. Dashes indicate a chemical was not required to be reported for these years or there was no quantity to report.

2. 2008 is the most recent reporting period.

3. Dioxin is presented in grams of toxic equivalence.

4. The sum of the individual pollutants may not be equal to the total due to rounding.

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MILL DATA

Weyerhaeuser annually discloses environmental performance data from each of our cellulose fibers mills.

Select the mill you would like data on from the list below, or [view all of the mill data](#).

- [Columbus, Mss., cellulose fibers mill](#)
- [Columbus Modified Fiber, Mss](#)
- [Flint River \(Oglethorpe\), Ga., cellulose fibers mill](#)
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COLUMBUS, MISS.

MILL DATA

Per ton of production

Category	Indicator	2009 Performance
Air emissions	Nitrogen oxide compounds (pounds)	5.3
	Particulate matter (pounds)	1.4
	Sulfur oxide compounds (pounds)	0.6
	Total reduced sulfur (pounds)	0.08
Water quality	Wastewater discharged (thousands of gallons)	11.9
	Total suspended solids (pounds)	2.2
	Biochemical oxygen demand (pounds)	1.9
	Adsorbable organic halides (AOX) (pounds)	0.22
Residuals management	Landfilled or lagooned (pounds)	211
	Beneficially applied to land (pounds)	—
	Other beneficial use (pounds)	46
	Burned for energy (pounds)	5,192
	Disposed as hazardous waste (pounds)	0.001

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COLUMBUS MODIFIED FIBER, MISS.

MILL DATA

Per ton of production

Category	Indicator	2009 Performance
Air emissions	Nitrogen oxide compounds (pounds)	0.2
	Particulate matter (pounds)	0.8
	Sulfur oxide compounds (pounds)	—
	Total reduced sulfur (pounds)	—
Water quality	Wastewater discharged (thousands of gallons)*	0.2
	Total suspended solids (pounds)	0.01
	Biochemical oxygen demand (pounds)	0.4
	Adsorbable organic halides (AOX) (pounds)	—
Residuals management	Landfilled or lagooned (pounds)	—
	Beneficially applied to land (pounds)	—
	Other beneficial use (pounds)	2.4
	Burned for energy (pounds)	12.7
	Disposed as hazardous waste (pounds)	—

* Wastewater sent to publicly owned treatment works.

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FLINT RIVER (OGLETHORPE), GA.

The environmental management system at this mill is registered to ISO 14001. This mill is certified to the SFI procurement standard.

MILL DATA

Per ton of production

Category	Indicator	2009 Performance
Air emissions	Nitrogen oxide compounds (pounds)	5.6
	Particulate matter (pounds)	2.4
	Sulfur oxide compounds (pounds)	1.7
	Total reduced sulfur (pounds)	0.07
Water quality	Wastewater discharged (thousands of gallons)	9.4
	Total suspended solids (pounds)	3.2
	Biochemical oxygen demand (pounds)	2.1
	Adsorbable organic halides (AOX) (pounds)	0.17
Residuals management	Landfilled or lagooned (pounds)	91
	Beneficially applied to land (pounds)	—
	Other beneficial use (pounds)	0.6
	Burned for energy (pounds)	5,034
	Disposed as hazardous waste (pounds)	—

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GRANDE PRAIRIE, ALBERTA

This mill is certified to the CSA chain of custody.

MILL DATA

Per ton of production

Category	Indicator	2009 Performance
Air emissions	Nitrogen oxide compounds (pounds)	5.1
	Particulate matter (pounds)	0.5
	Sulfur oxide compounds (pounds)	5.8
	Total reduced sulfur (pounds)	0.06
Water quality	Wastewater discharged (thousands of gallons)	13.0
	Total suspended solids (pounds)	3.2
	Biochemical oxygen demand (pounds)	3.1
	Adsorbable organic halides (AOX) (pounds)	0.44
Residuals management	Landfilled or lagooned (pounds)	183
	Beneficially applied to land (pounds)	6
	Other beneficial use (pounds)	7
	Burned for energy (pounds)	4,244
	Disposed as hazardous waste (pounds)	0.016

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LONGVIEW, WASH. FACILITY

Longview, Wash., newsprint (NORPAC) and pulp and liquid packaging mill are certified to the SFI procurement standard. The environmental management system at Longview liquid packaging is registered to ISO 14001.

MILL DATA

Per ton of production

Category	Indicator	2009 Performance
Air emissions	Nitrogen oxide compounds (pounds)	3.3
	Particulate matter (pounds)	0.2
	Sulfur oxide compounds (pounds)	1.1
	Total reduced sulfur (pounds)	0.02
Water quality	Wastewater discharged (thousands of gallons)	14.3
	Total suspended solids (pounds)	3.6
	Biochemical oxygen demand (pounds)	3.0
	Adsorbable organic halides (AOX) (pounds)	0.22
Residuals management	Landfilled or lagooned (pounds)	109
	Beneficially applied to land (pounds)	—
	Other beneficial use (pounds)	5
	Burned for energy (pounds)	1,779
	Disposed as hazardous waste (pounds)	0.002

** Data include production and emissions of NORPAC, a joint-venture newsprint mill.*

Find more information on the products this mill produces: [Liquid Packaging Board](#) and [Newsprint](#).

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NEW BERN, N.C., CELLULOSE FIBERS MILL

The environmental management system at this mill is registered to ISO 14001. This mill is certified to the SFI procurement standard.

MILL DATA

Per ton of production

Category	Indicator	2009 Performance
Air emissions	Nitrogen oxide compounds (pounds)	4.9
	Particulate matter (pounds)	2.6
	Sulfur oxide compounds (pounds)	9.4
	Total reduced sulfur (pounds)	0.5
Water quality	Wastewater discharged (thousands of gallons)	14.8
	Total suspended solids (pounds)	0.7
	Biochemical oxygen demand (pounds)	1.5
	Adsorbable organic halides (AOX) (pounds)	0.37
Residuals management	Landfilled or lagooned (pounds)	24
	Beneficially applied to land (pounds)	24
	Other beneficial use (pounds)	10
	Burned for energy (pounds)	4,362
	Disposed as hazardous waste (pounds)	0.001

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PORT WENTWORTH, GA.

The environmental management system at this mill is registered to ISO 14001. This mill is certified to the SFI procurement standard.

MILL DATA

Per ton of production

Category	Indicator	2009 Performance
Air emissions	Nitrogen oxide compounds (pounds)	6.5
	Particulate matter (pounds)	0.7
	Sulfur oxide compounds (pounds)	4.8
	Total reduced sulfur (pounds)	0.14
Water quality	Wastewater discharged (thousands of gallons)	27.0
	Total suspended solids (pounds)	4.5
	Biochemical oxygen demand (pounds)	1.2
	Adsorbable organic halides (AOX) (pounds)	0.26
Residuals management	Landfilled or lagooned (pounds)	6
	Beneficially applied to land (pounds)	243
	Other beneficial use (pounds)	1.4
	Burned for energy (pounds)	5,109
	Disposed as hazardous waste (pounds)	0.005

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2009 DATA FOR OUR CELLULOSE FIBERS MILLS

Per ton of production

	Air emissions				Water quality				Residuals management				
	Nitrogen oxide compounds (pounds)	Particulate matter (pounds)	Sulfur oxide compounds (pounds)	Total reduced sulfur (pounds)	Wastewater discharged ¹ (thousands of gallons)	Total suspended solids (pounds)	Biochemical oxygen demand (pounds)	Adsorbable organic halides (AOX) (pounds)	Landfilled or lagooned (pounds)	Beneficially applied to land (pounds)	Other beneficial use (pounds)	Burned for energy ² (pounds)	Disposed as hazardous waste (pounds)
Columbus Modified Fiber, Miss.³	0.2	0.8	—	—	0.2	0.01	0.4	—	—	—	2.4	12.7	—
Columbus, Miss.	5.3	1.4	0.6	0.08	11.9	2.2	1.9	0.22	211	—	46	5,192	0.001
Flint River, Ga.	5.6	2.4	1.7	0.07	9.4	3.2	2.1	0.17	91	—	0.6	5,034	—
Grande Prairie, Alta.	5.1	0.5	5.8	0.06	13.0	3.2	3.1	0.44	183	6	7	4,244	0.016
Longview, Wash.⁴	3.3	0.2	1.1	0.02	14.3	3.6	3.0	0.2	109	—	5	1,779	0.002
New Bern, N.C.	4.9	2.6	9.4	0.5	14.8	0.74	1.5	0.37	24	24	10	4,362	0.001
Port Wentworth, Ga.	6.5	0.7	4.8	0.14	27.0	4.5	1.2	0.26	6.4	243	1.4	5,109	0.005

1. Where mills provide third parties with water, it is included as wastewater discharge.

2. Burned for energy both on-site and off-site.

3. Wastewater sent to publicly owned treatment works.

4. Includes production and emissions of NORPAC, a joint-venture newsprint mill.

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PRODUCT RESPONSIBILITY

At Weyerhaeuser, we release the potential in trees to solve important problems for people and the planet. We are uniquely qualified to deliver innovative and sustainable solutions to meet the needs of our customers.



SECTION HIGHLIGHTS

We've teamed up with Chevron Corporation to assess the feasibility of commercializing biofuel production from cellulose-based sources...[READ MORE](#) or [WATCH VIDEO](#)

Wood framing generates 26 percent less greenhouse gas emissions than steel and 31 percent less than concrete...[READ MORE](#)

Our homebuilding subsidiaries offer green programs for people who want to make an environmentally sound choice when they buy a home...[READ MORE](#)

Our entire iLevel product line was the first to receive a "green" designation from the National Association of Home Builders Research Center...[READ MORE](#)

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PRODUCT STEWARDSHIP STRATEGY

In 2009, we committed to developing a strategy that reflects our commitment to product stewardship.

We have made the following progress to date:

- Identified a Senior Management Team member to champion the issue of product stewardship
- Developed a plan for advancing a product stewardship strategy within the company
- Piloted changes to our new product development process to more fully integrate product stewardship thinking into each phase
- Drafted a product stewardship policy

While we didn't accomplish everything we had hoped to in 2009, we have made significant progress and will continue to move our strategy forward in 2010. Our plans in 2010 include finalizing the integration of product stewardship into our product development process, incorporating product stewardship into other company decision making processes, enhancing employee understanding of product stewardship, and finalizing a policy that outlines our expectations and commitment.

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RENEWABLE ENERGY

For decades Weyerhaeuser has used greenhouse-gas-neutral biomass to provide a portion of the energy to run our manufacturing operations.

We believe that forests and related biomass can be a prime source of raw material for a variety of products that will benefit a carbon-constrained economy. We're continuing our strong tradition of ingenuity, research and sustainability by exploring ways that our assets can be used to generate renewable energy. We currently collaborate with several research universities, national laboratories and technology-based companies in research on conversion of forest products into ethanol and other biofuels.

BIOFUELS JOINT VENTURE: CATCHLIGHT ENERGY

In February 2008, Chevron and Weyerhaeuser announced the creation of a 50-50 joint venture company with a vision to be the leader in delivering advanced biofuels from forest-based resources. The joint venture, Catchlight Energy LLC, will research and develop technology for converting cellulose-based biomass into economical, low-carbon biofuels.

Catchlight Energy unites Weyerhaeuser's expertise in innovative land stewardship, resource management and capacity to deliver sustainable cellulose-based feedstocks at scale with Chevron's technology capabilities in molecular conversion, product engineering, advanced fuel manufacturing and fuels distribution.

The partnership reflects the view that cellulosic biofuels will fill an important role in diversifying the nation's energy sources and addressing global climate change by providing a source of low-carbon transportation fuel. Many states nationwide are seeking opportunities to diversify fuel sources with secure, renewable, low-carbon and environmentally sustainable alternatives.



SUSTAINABLE FEEDSTOCKS

Catchlight is working on both short- and long-term solutions to grow and harvest forest-based material. Potential sources include existing forest residuals as well as intercropped plants such as switchgrass.

Testing is underway, across different growing regions and environments, for producing biomass from intercropped switchgrass and from other understory vegetation, along with existing forest residuals. For instance, a large pilot test of 2000 acres of switchgrass is underway on the company's forestland in Mississippi.

As part of Catchlight's commitment to sustainability research, large, landscape-level studies are underway with a variety of third-party collaborators including universities and government agencies. These studies are assessing the ecological effect of biomass crops on factors including carbon, species diversity, soil and water.



BIOMASS-TO-ENERGY VENTURE WITH MITSUBISHI

Weyerhaeuser signed a Strategic Memorandum of Understanding with Mitsubishi Corporation in February 2010 to explore the possibilities of collaborating in the biomass-to-energy business.

The companies are assessing the feasibility of jointly investing in and operating a commercial-scale bio-pellet production facility in the United States by 2011. Depending on the success of the joint feasibility study, more facilities could follow in addition to the initial production facility in aspiration to become a world class bio-pellet producer. The bio-pellets will be produced using wood-based biomass, targeted from U.S.-sourced sustainably managed forest resources or by-products, and sold to utilities and industrial users for energy production.

The agreement signals the belief of both companies that there are existing and emerging opportunities in an expanding bio-energy market. The MOU brings together two industry leaders and leverages the strengths of both companies: Weyerhaeuser's capacity to produce renewable biomass at scale from its sustainably managed forests and Mitsubishi Corporation's worldwide network and experience in the energy sector and bio-pellet manufacturing business. Mitsubishi Corporation currently operates two bio-pellet facilities in Japan and is also actively involved in the management of Vls Nova Trading GmbH, a major producer of bio-pellets in Germany.

Bio-pellets are a renewable and carbon-neutral fuel made from biomass, which can include by-products from forest management. The biomass is compressed and molded into small, cylindrical pellets. Co-firing bio-pellets with thermal coal has proved effective in reducing greenhouse gas emissions at coal-fired power plants.

HARNESSING WIND POWER ON OUR LAND

In the fall of 2009, Weyerhaeuser entered into a 40-year lease agreement with EverPower, a New York-based developer of utility wind projects. EverPower plans to build 44 electricity-generating wind turbines on one of the company's tree farms in Southwest Washington state.

EXPLORING POTENTIAL OF BIOREFINERIES

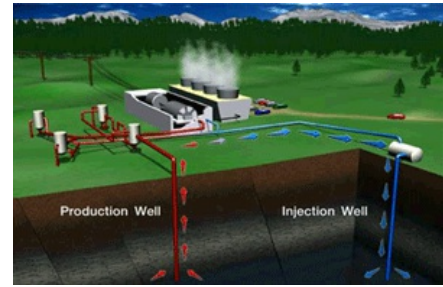
In October 2008, Weyerhaeuser and Lignol Energy Corporation signed a memorandum of understanding to explore opportunities for developing cellulose fiber and lignin-based products from Lignol's biorefining process. A number of Weyerhaeuser biomass feedstocks will be tested at Lignol's pilot-scale plant in Burnaby, B.C., to determine the feasibility of a commercial biorefinery at or near a Weyerhaeuser mill site.

"Lignol and Weyerhaeuser," says Ross MacLachlan, Lignol president and CEO, "share a vision of developing markets and manufacturing plants that utilize technology for converting abundant cellulose-based, nonfood biomass into economical and environmentally sustainable cellulose fiber and biochemicals."

GEOTHERMAL EXPLORATION

Weyerhaeuser has agreed to allow AltaRock Energy to explore the potential for developing Engineered Geothermal System projects on 612,000 acres of company-owned geothermal rights in Washington, Oregon and California. AltaRock can convert up to 40 percent of this acreage to geothermal development leases within two years. Generating clean, renewable energy from geothermal sources is another way Weyerhaeuser is exploring the possibility of releasing additional potential from its land and related holdings.

Many areas of the American West have high heat flow in the earth's crust that is close enough to the earth's surface to tap with conventional drilling techniques. Once a promising area is found and drilled, AltaRock plans to cycle water through a closed loop system to create steam that's used to generate electricity. The water is recycled to continually capture more heat and produce more electricity. Once developed, such systems can produce electricity for decades and provide power on a twenty-four hour basis.



RELATED LINKS

[Learn more about unique uses of cellulose fibers](#)

[Listen to Catchlight Energy Chief Technical Officer Denny Hunter discuss the potential of cellulose as fuel](#)

[Visit the Catchlight Energy Web site to explore how technology has the potential to turn biofuels into a commercial success](#)

[View more examples of ingenious products from our forests](#)

Last updated May 28, 2010.

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PAPER RECOVERY AND RECYCLING

NORPAC, a joint venture in which Weyerhaeuser owns 50 percent, produces newsprint and premium uncoated mechanical papers for publishers and printers. These products are made using some post-consumer recycled content.

The NORPAC facility has the capacity to consume 600 to 700 tons of recycled newspapers daily, the equivalent of more than 1.5 million newspapers. That's the same number of old newspapers collected daily in Washington, Oregon, and Idaho.

Our use of recovered paper keeps it out of landfills and ensures we get the maximum value out of wood fiber.

Can all paper eventually be made from recovered paper? The answer is no.

Wood fiber gradually wears out, and a single fiber in a sheet of paper can be recycled only between four and 10 times. Beyond that limit, the fiber loses its strength and is no longer useful in making new paper. Papermakers must introduce a continuous stream of new fiber to replace fiber weakened through repeated recycling.

RECYCLING IN OFFICE BUILDINGS

Our expanded recycling program in our Corporate Headquarters region includes composting food waste from our cafeterias, which diverts hundreds of tons of material from landfill. In 2009, our efforts resulted in approximately 63 percent of our residuals being recycled or composted.

RECYCLING IN OUR MANUFACTURING OPERATIONS

Our manufacturing operations also recycle materials where feasible. In 2009, 78 percent of our operations recycled post-consumer paper.

RELATED LINKS

[NORPAC Newsprint and Specialty Papers](#)

[More detail about Weyerhaeuser's residuals and solid waste management](#)

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SUSTAINABLE FORESTRY PRODUCT LABELING

We support labeling our products to help educate customers that their purchases come from responsibly managed sources. Nearly all our forest products are certified to sustainable forestry standards. At the end of 2009 we had certified more than 99 percent of our product lines. As forest products markets recover, our goal is to use labels on all qualifying products.

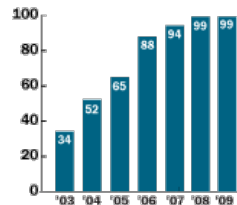
SUSTAINABLE FORESTRY PRODUCT LABELING

As of year-end 2009

Label Type	Weyerhaeuser Facilities Authorized to Use
Sustainable Forestry Initiative® Certified Fiber Sourcing Label	<ul style="list-style-type: none"> All primary North American manufacturing facilities that make hardwood lumber, softwood lumber, plywood, oriented strand board, TimberStrand®, pulp and paper All secondary manufacturing facilities in North America that make LVL, I-Joists, Shear Brace and Parallam®
Sustainable Forestry Initiative – Chain of Custody Label	<ul style="list-style-type: none"> All Canadian manufacturing facilities that make lumber, plywood, oriented strand board, TimberStrand®, Parallam®, pulp and paper. Longview/NORPAC, Washington, facilities that make newsprint, Hi-Brite mechanical grades, book publishing paper and liquid packaging. Hardwood and Industrial Products Eugene, Ore., facility that makes hemlock lumber.
Program for the Endorsement of Forest Certification (PEFC) Chain of Custody label	<ul style="list-style-type: none"> All of our primary manufacturing facilities in Canada that make pulp, lumber, oriented strand board and Timberstrand; and our Eugene, Oregon, U.S. hardwoods facility that makes hemlock lumber.

PRODUCT CERTIFICATION

Percentage of North American-made Weyerhaeuser products certified



RELATED LINKS

[Certification status of forests and facilities](#)

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LIFE-CYCLE ASSESSMENTS

Life cycle assessment is a methodology to quantify the total environmental impacts of a product or service, from raw material extraction through to end-of-life. Weyerhaeuser uses or participates in life-cycle assessments of our products based on business needs. LCA is a useful tool but measuring all material inputs and environmental impacts from “cradle-to-grave” is complex and not always feasible.

We participated as a technical partner in LCA research conducted for the Japan Association for Milkcarton Recycling and the Committee on Milkcarton Environmental Issues. These organizations have conducted significant life-cycle analyses on different types of packaging along the complete life cycle of a milk carton, from forest to dairy to retail. In our wood products business, we supported a consortium of 15 universities and research institutions in their LCA comparing wood, steel and concrete housing (see [Green Building](#) in this section of our website).

Weyerhaeuser estimates cradle-to-gate environmental impacts and communicates these with consumers through our [Product Environmental Profiles](#).

Last updated Jan. 19, 2010.

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PRODUCT ENVIRONMENTAL PROFILES

Weyerhaeuser has developed Product Environmental Profiles which summarize the environmental attributes of our products from raw material sourcing to manufactured product (cradle-to-gate). These profiles detail key environmental indicators including carbon footprint, fiber sourcing, air emissions, water use, water discharges, and residuals management.

The following Product Environmental Profiles are currently available:

- [Cellulose Fibers: Absorbent Pulp](#)
- [Cellulose Fibers: Papergrade Pulp](#)
- [NORPAC Newsprint, printing and publishing papers](#)
- [Liquid Packaging Board](#)
- [iLevel® Trus Joist® TJI® Joist](#)
- [iLevel and Weyerhaeuser Strand Products](#)
- [iLevel® Trus Joist® Microllam® LVL and Parallam® PSL](#)
- [Softwood Lumber](#)
- [Eastern Hardwood Lumber](#)
- [Western Hardwood Lumber](#)

Last updated Dec. 29, 2009.

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GREEN BUILDING

Green building focuses on how effectively structures and the sites they are built on use energy, water and materials. This includes every step of the building process, as well as ongoing requirements during a structure's life.

The goal is to enhance human health and the environment by focusing on site selection, building design, construction methods, operating systems, maintenance and waste.

Environmental profiles and life-cycle assessments are common methods for comparing environmental performance among green building materials. These methods rely on accurate and detailed data gathered during the course of a product's life.

Weyerhaeuser provides [product environmental profiles](#) that are updated annually. This is a cradle-to-gate method of analysis, which means it examines the environmental effect of raw material extraction through production to the point of shipment from the manufacturing facility.

[Life-cycle assessments](#) provide a cradle-to-grave analysis by determining the total environmental effect from resource extraction to conversion for finished use, to demolition and disposal. While we do not regularly conduct life-cycle assessments for our products, we have provided lifecycle assessment data to the U.S. Life-Cycle Inventory database, and we support organizations and consortiums that do conduct life-cycle assessments on the types of products we make.

Independent reviews of these life-cycle assessments show that wood requires less energy to produce and provides better insulation from cold and heat than alternative materials. The Consortium for Research on Renewable Industrial Materials found that in a typical home, wood construction offers the following advantages:

- 17 percent less energy needed than steel
- 16 percent less energy needed than concrete
- 26 percent less greenhouse gases generated than steel
- 31 percent less greenhouse gases generated than concrete

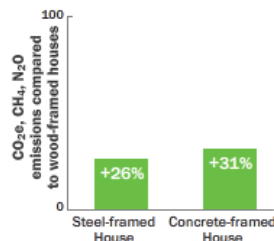
Wood also generated fewer air pollutants.

Additionally, Weyerhaeuser's wood products are made from trees harvested from forests certified by third parties as sustainably managed. These wood products store carbon during their useful life, limiting the amount of carbon dioxide in the atmosphere.

Learn more about [wood versus steel and concrete construction](#)

Last updated June 17, 2010.

WOOD PRODUCTS HAVE LOW EMBODIED GREENHOUSE GAS EMISSIONS



1. Consortium for Research on Renewable Industrial Materials. Report on Environmental Performance Measures for Renewable Building Materials.

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GREEN HOMEBUILDING ACTIVITIES

Weyerhaeuser Real Estate Company's five homebuilder subsidiaries are at the forefront of building energy-efficient homes, reducing water use and introducing other green features that consumers now expect in newly built homes. All five builders have been acknowledged for their leadership either by the federal government's Energy Star program and/or by state or local governments.

MARACAY HOMES

In Arizona, [Maracay Homes](#) has implemented and brought to market new building specifications in all its new and upcoming communities to make its homes more energy efficient and environmentally responsible. Maracay is also working toward becoming a full Energy Star® rated builder in all its communities.

Some of Maracay's specific green-building activities include:

- Installing, when possible, headers, beams and flooring made by iLevel, which has received a "green" designation from the National Association of Home Builders Research Center.
- Using blown-in cellulose wall insulation on all exterior wall applications, which provides protection from heat and cold using a renewable material.
- Using Weyerhaeuser's Radiant Barrier Sheathing on all new homes. The sheathing blocks up to 97 percent of the sun's radiant energy, which minimizes heat transfer from the roof and insulated attic into homeowner's living spaces.
- Installing low-usage plumbing fixtures and "water smart" irrigation timers.
- Installing programmable thermostats in all homes to help manage heating and cooling costs, and low-energy bulbs and motion sensors to reduce lighting costs.

QUADRANT HOMES

[Quadrant Homes](#) was the first major Washington State homebuilder certified as an Energy Star builder and the company continues to be a committed program participant. That commitment led to 2009 Energy Star® Leadership in Housing Award by the U.S. Environmental Protection Agency. The homebuilder also has received many other honors, including the Built Green™ Large Builder Award, Built Green Foundation Award and the Association of Washington Businesses Environmental Award.

Quadrant's [Living Sound program](#) offers its customers a variety of ways to live more sustainably in their communities and in their homes. Quadrant partners with local land trusts who work to preserve wetlands, stream corridors, forest areas and urban open spaces. Affiliations with Built Green™ and Energy Star® give homebuyers more options for a home that is both environmentally responsible and budget friendly.

PARDEE HOMES

[Pardee Homes](#) qualified for California Green Builder designation in five neighborhoods in Los Angeles and San Diego. California Green Builder homes feature many environmental benefits. The program starts by setting aggressive goals for improvements in energy efficiency, indoor air quality and comfort, on-site waste recycling, and water conservation.

In 2009, Pardee Home expanded its LivingSmart® green-building program to all new homes it builds. [LivingSmart](#) — a combination of features that create energy efficiencies, conserve resources, improve air and water quality, and minimize water consumption — has been available to Pardee buyers in selected neighborhoods since 2001.

LivingSmart Homes are designed to exceed local building codes and be at least 50 percent more efficient than the Federal Energy Code. These practices have earned Pardee many awards in sustainable building practices, including the National Association of Home Builders' "2009 Green Project of the Year" and "2010 Green Building Advocate of the Year."

TRENDMAKER HOMES

[Trendmaker Homes](#) received a Leadership in Housing Award from the U.S. Environmental Protection Agency for building more than 300 Energy Star qualified homes in 2009. Trendmaker was one of the first builders in the Houston area to participate in Energy Star.

Trendmaker was also singled out in Eco-Structure Magazine for Cross Creek Ranch, a mixed-use, master-planned community in Fulshear, Texas, on Houston's west side. As the developer of the community, Trendmaker restored a dormant creek and surrounding areas to their natural habitat. Features include native plant reforestation, prairie grass plains and wetlands zones. The development also includes more than 25 miles of trails and open space corridors along the creek and next to existing lakes in the community.

Trendmaker is a founding member builder of the Greater Houston Builder's Association Green Building program. The program requires:

- Use of sustainable lumber (in this case, supplied by iLevel)
- Incorporation of optimal framing standards and techniques
- A system for bringing filtered, fresh air into the home
- Application of low-VOC paints and formaldehyde-free fiberglass insulation

WINCHESTER HOMES

[Winchester Homes](#) is taking the lead as an Energy Star builder in Virginia and Maryland, where fewer than 5 percent of builders have adopted the program. Winchester will build every one of its new luxury-class Camberley Homes to Energy Star standards.

In February 2009, Winchester Homes, in partnership with Design for Life Montgomery County, Md., opened a ["Show Home of Ideas"](#) with universal design and green features. Universal Design, also known as "barrier-free living" or "design for all," is the concept of incorporating common-sense products, design innovations, and building materials to make homes more comfortable and efficient. The show home highlighted sustainable materials, energy-efficient products and universal design elements.

The home successfully demonstrated how potential homebuyers in the area could effectively combine green features with accessibility and affordability. Winchester calls this: "Your home. Your way." It was the first new home certified by the Design for Life Montgomery program, the NAHB's Model Green Home Building Guidelines Program and Energy Star.

Last updated June 17, 2010.

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BUILDING GREEN WITH WOOD

iLevel, our wood products business, offers several substantial products, features and services to ensure it meets the needs of builders committed to green construction. Most iLevel products are eligible for points under most major green-building standards. iLevel has also taken the lead in developing software and support services for builders to help them meet the requirements of the Environmental Protection Agency's ENERGY STAR® for Homes program Version Three, scheduled for implementation in 2011.

ENERGY-EFFICIENT MATERIALS AND TECHNIQUES

iLevel is making it easier for builders to construct homes using more energy efficient materials and techniques. For example, using advanced framing methods, such as 2-by-6 studs spaced at 24 inches from center versus the standard 2-by-4 studs at 16 inches, builders use less wood, experience less waste, and have more room for insulation. In addition, the 2-by-6 wall offers greater structural strength over the 2-by-4 wall, which allows for more flexibility in how a new home is architecturally designed.

NAHB "GREEN" DESIGNATION

In early 2009, Weyerhaeuser's entire iLevel product line was the first to receive a "green" designation from the National Association of Home Builders Research Center and was certified for use under the National Green Building Standard. Green credits are pre-approved by NAHB and then a certificate is given to builders as proof of the green characteristics of our products. The builder can use those certificates with code authorities and others to obtain 'green' designations.

In late 2009, iLevel's green designation was expanded to include our innovative NextPhase™ Site Solutions. The system precuts lumber before it's delivered to the work site. It can increase efficiency and reduce waste by up to 50 percent. NextPhase is also eligible for points under the United States Green Building Council's LEED® for Homes Program.

PRODUCT LINE CERTIFICATION

In September 2009, iLevel was the first manufacturer to have its entire product line independently certified for sustainability by the ICC Evaluation Service® under its innovative SAVE™ Program (Sustainable Attributes Verification and Evaluation).

The certification includes verification of sustainable sourcing and production, as well as an evaluation of how iLevel solutions can be eligible for points under major green building standards, including the NAHB/ICC® National Green Building Standard™, USGBC's LEED® standard for Homes and New Construction, the California Green Building Standards Code and Green Globes™.

The certification introduces a common standard for green-building eligible products and simplifies the green building process for builders using iLevel products. Companion software programs and support services offered by iLevel further improve structural frame efficiency and minimize waste.

RELATED LINKS

- [Learn more about our iLevel solutions](#)
- [Watch our iLevel green building overview video](#)
- [Listen to what a homeowner says about building with iLevel products](#)

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GREEN BUILDING STANDARDS

Standards for rating a building's "greenness" have been established by several organizations, using point systems to rate energy, water use, materials, design and more.

Some green building programs are sponsored by state or local governments, and others are administered by homebuilding industry associations or by other voluntary groups.

We support voluntary, consensus-based green building standards that incorporate life-cycle assessment and specify wood products from certified sources.

We encourage state and local governments to adapt a variety of model green building standards for their needs, including:

• NAHB MODEL GREEN BUILDING GUIDELINES

The National Association of Home Builders' Model Green Building Guidelines are voluntary standards designed for mainstream homebuilders. These guidelines recognize SFI, ATFS, CSA, the Program for the Endorsement of Forest Certification Schemes and FSC certification programs. Innovative design credits can be obtained by using a life-cycle assessment tool to compare building materials and using the analysis to determine the most environmentally preferable product for that building component.

• NAHB NATIONAL GREEN BUILDING STANDARD APPROVED

The American National Standards Institute has approved the NAHB National Green Building Standard, making it the first green building standard to receive such approval.

The development of the National Green Building Standard was a joint effort between the International Code Council and the National Association of Home Builders. The standard, referred to as ICC 700-2008, applies to all residential construction work in the United States, including single-family homes, apartments and condos. It gives credits for wood and wood-based materials and products certified to all credible third-party forest certification programs, including the SFI program.

ANSI approval of the National Green Building Standard followed a stringent process involving an inclusive and representative consensus committee made up of builders, architects, product manufacturers, regulators and environmental experts. The committee deliberated the content of the standard for more than a year, held four public hearings and evaluated more than 2,000 comments. The new standard provides guidelines for residential designers and builders to address issues such as water conservation, material use, energy efficiency, indoor air quality and homeowner education in the homes.

• GREEN GLOBES

Green Globes is a web-based green building performance tool used in Canadian and U.S. nonresidential building markets. It can be customized for specific needs and provides design guidance that can be used for self-assessments or verified by third-party certifiers for use of the Green Globes logo and brand. The 2006 version fully incorporates life-cycle assessments into its assessment building assemblies and materials. Green Globes recognizes the American Tree Farm System, Sustainable Forestry Initiative, Canadian Standards Association and Forest Stewardship Council certification systems as certified sustainable sources for wood building materials.

• LEED

Leadership in Energy and Environmental Design, developed by the U.S. Green Building Council, is a rating and third-party certification system for new and existing commercial buildings, high-rise residential buildings and neighborhood development. The current version of LEED does not give credit to most U.S.-produced wood products because it excludes SFI and CSA, the most widely used certification systems in the United States.

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PRODUCT COMPLIANCE

We work to ensure our food-contact packaging materials comply with the federal Food, Drug and Cosmetic Act regulations.

REACH, or Registration, Evaluation, Authorization, and Restriction of Chemicals, is a chemical regulation adopted by the European Union in December 2006. Weyerhaeuser is affected by this regulation, as it applies to the products that we export directly into the European Union or where we sell products to non-EU customers who then use our products in their sales to the EU. Cellulose fiber (CAS #65996-61-4) is exempt from REACH per Annex IV of the regulation.

We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services.

LACEY ACT COMPLIANCE

In 2008, the United States amended its Lacey Act, a major initiative to combat global trafficking in “illegally taken” wildlife, fish and plants, including illegally sourced wood and products derived from wood. As amended, the Lacey Act makes it unlawful to import, export, sell, receive, acquire, or purchase in interstate or foreign commerce any plant, with some limited exceptions, taken (cut or harvested) in violation of U.S., state or foreign laws that protect plants. In 2009, the U.S. started phasing-in the requirement of an electronic import declaration for shipments of most plants and plant products being brought into the United States.

It is Weyerhaeuser's longstanding policy to ensure we and our sources comply with all laws and do not cause or encourage destruction of forest areas at risk of loss from unsustainable practices. Weyerhaeuser will not knowingly purchase or use wood, wood fiber or products for distribution that originate from illegal logging. To implement the Lacey Act amendments, Weyerhaeuser Company and its subsidiaries have implemented changes to their wood and wood-product purchasing agreements requiring certification of country of origin for products sourced outside of and imported into the United States.

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GENETIC ENGINEERING

Weyerhaeuser operates seed orchards where we use the traditional techniques of selection and cross-pollination to produce seeds that grow superior trees. We grow seedlings in our own nurseries as well as purchase seedlings from others. We also use varietal seedlings, often referred to as clones. These varietal seedlings have genes that are all from the natural population of the species. Use of varietal seedlings is commonplace in the Southern Hemisphere and is increasing in the U.S.

Weyerhaeuser does not grow genetically engineered trees. Genetically engineered plants are regulated by law, and no genetically engineered forest tree has been approved for commercial use in the countries where we operate. We support continued scientific research to understand the benefits and risks, and to ensure safeguards are in place if and when genetic engineering is used in commercial forestry.

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PRODUCT HEALTH AND SAFETY

We are committed to ensuring the public health aspects of our products in the marketplace. Our health and safety risk management policy states our commitment to "identify, understand and respond to public-health impacts of our operations and the use of our products and services."

As part of this commitment, we provide our customers with comprehensive [Material and Safety Data Sheets](#) in accordance with regulatory requirements and product stewardship needs. Health, safety, legal, regulatory and environmental issues are taken into account in our development of new products by identifying potential issues and mitigating or resolving any issues before commercializing a product. Additionally, all our facilities maintain policies that require all visitors, including customers, to have a safety orientation and wear proper safety gear before entering the operating portion of the facility.

NANOTECHNOLOGY

Nanotechnology is the art and science of manipulating matter at the nanoscale (down to 1/100,000 of the width of a human hair) to create significantly new and unique materials, as well as improve the performance and economics of existing materials. Nanotechnology has many potential beneficial applications in the forest products industry.

Weyerhaeuser is engaged in examining the benefits of this new technology to help release the full potential of trees. The health, safety and environmental aspects of any potential nanotechnology application are considered across the stages of the potential product lifecycle. We are enabling the research and application of nanotechnology based on an approach that integrates economic, product and process opportunities with an understanding and consideration of environmental, health and safety elements.

Last updated June 17, 2010.

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MATERIAL SAFETY DATA SHEETS

Material safety data sheets are available for 38 of our products.

ID#	Product Name
WC 186-20	Bleached Kraft Pulp
WC 370-03	CF440
WC 101-13	CHBLF, CHBSLM
WC 316-10	Creosote Treated Parallam PSL
WC 088-14	Crude Sulfate Turpentine
WC 288-09	CS10 Pulp
WC 443-01	FlyAsh - Kenora
WC 225-13	FR480, NB480
WC 414-00	HI-Clear II Treated Products
WC 454-00	Hydrochloric Acid
WC 203-23	iLevel Edge and Edge Gold
WC 337-07	iLevel RBS Roof Sheathing
WC 369-03	iLevel Subfloor Adhesive
WC 447-02	Kraft Lignin
WC 292-03	Liquid Packaging Board - Coated
WC 450-00	Liquid Packaging Board - Uncoated
WC 413-01	LUMIN Plywood
WC 312-08	Microlam Laminated Veneer Lumber (LVL) and/or Parallam Parallel Strand Lumber (PSL)
WC 291-04	Mycostat - P Treated Wood
WC 463-00	Mycostat Treated Lumber - Southern Pine
WC 067-08	Newsprint
WC 485-00	OSB Sheathing
WC 362-04	Parallam Plus PSL (CA-B)
WC 457-01	Parallam Plus PSL (CA-C)
WC 311-11	Parallam Plus PSL (CCA)
WC 449-02	Peach, Pearl, and Awayuki Kraft Pulp (cellulose)
WC 439-03	Pearl 428 and Awayuki 428 Kraft Pulp (cellulose and specialty additive)
WC 301-11	Plywood
WC 345-03	TJ Insulated Header
WC 321-06	TJI Joist
WC 313-07	TimberStrand LSL, TJO, iLevel Shear Brace
WC 446-00	Unbleached Pulp
WC 432-00	Wet Lap
WC 335-10	Wood Dust (Not Preservative Treated)
WC 453-00	Writing and Printing Paper
WC 441-00	WTC157
WC 448-00	WTC158
WC 315-10	Zinc Borate-treated TimberStrand
WC 476-00	Green-Gard Treated Parallam PSL – Douglas Fir

Last updated Apr. 21, 2010.

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CONTACT US

Please complete the form below and submit.

Required Information*

First name*

Last name*

Company Name*

Address 1*

Address 2

City*

State/Province*

Zip/Postal Code*

E-mail*

Telephone Number*

Fax Number

Information Request*

A7FP6

Please enter the characters shown above



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PRODUCT INNOVATION

As the world demands more sustainable products, less oil dependence, and fewer carbon emissions, we know that trees will become the solution to many global challenges. Products from fuel and plastic to clothing and cosmetics can be made from cellulose fibers. This tree-based future drives Weyerhaeuser's researchers and customers to new heights of innovation.

Textiles and construction are just two of the new markets using cellulose fibers in innovative ways to solve complex problems. Building a home involves hundreds of materials to create an environment that is protected from the elements, comfortable, and long-lasting. Cellulose fibers are used by the construction industry for a wide range of applications, including insulation and fiber cement.

NEW PAPER GRADE WITH REDUCED ENVIRONMENTAL FOOTPRINT

Our newsprint and specialty joint venture with Nippon Paper Industries of Japan has developed a new publishing paper used in many top-selling novels. The paper is lighter weight than traditional book paper, which reduces both the transportation impact on the environment and the shipping costs incurred by book sellers. The paper manufacturing process also uses raw materials more efficiently – it uses 95 percent of the material in the wood chips compared with about 50 percent in traditional book paper. Publishers can also opt for up to 20 percent recycled-paper content.

COLLABORATION OF TWO TECHNOLOGY LEADERS IN RENEWABLE FIBERS

Weyerhaeuser signed a Memorandum of Understanding in July 2008 to work with Lenzing, the world market leader in cellulose staple fibers. The companies will work together on the development of novel lyocell-based nonwoven fabrics.

The objective of the collaboration is to develop a technology for the large-scale industrial production of an innovative and sustainable cellulose-based material for industrial and personal care applications. The technology will provide an alternative to petroleum-based materials in nonwoven products with raw materials based on renewable wood fiber.

The product is based on lyocell technology in which a solution of cellulose is processed directly and without intermediate process steps into a nonwoven fabric.

RELATED LINKS

[Read more about Cellulose Fibers in Textiles](#)
[Lenzing and Weyerhaeuser launch pilot plant](#)
[Learn more about our innovation in renewable energy](#)

Last updated May 28, 2010.

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SUSTAINABLE PROCUREMENT

"Sustainable procurement is the process by which organizations buy supplies and services, taking into consideration the best value for money and the environmental and social aspects that the product/service has over its whole life cycle."
—From the Environmentally and Socially Responsible Procurement Working Group, 2007

Beyond the immediate and obvious consequences of their purchases, concerned consumers, retailers, investors, communities and other groups want to know how their buying decisions affect the environment. They also want to know whether the products they buy are produced sustainably.

At Weyerhaeuser, we view our suppliers as critical to our success. Therefore, we strive to select suppliers who maintain a commitment to strong ethical standards. Our Supplier Code of Ethics provides a foundation for Weyerhaeuser and our suppliers to build and maintain relationships based on fairness, trust, respect for the rights of individuals, compliance with the law, and sustainable business practices. View our Supplier [Code of Ethics](#).

Questions about sustainable procurement have led organizations that buy wood and paper-based products to consider factors beyond the traditional attributes of price, service, quality and availability when making purchasing decisions. The environmental and social aspects of wood, pulp and paper products are becoming part of the purchasing decision.

Weyerhaeuser supports the work of The World Business Council for Sustainable Development and the World Resources Institute who partnered to publish "Sustainable Procurement of Wood and Paper-based Products: An Introduction." This information—which addresses sourcing, environmental and social aspects of sustainable procurement of wood and paper-based products—helps purchasing managers by:

- Identifying the central issues around sustainable procurement of wood and paper-based products
- Providing a general overview on these issues
- Providing an overview of resources to assist sustainable procurement

Find out more at <http://www.sustainableforestsprods.org/>

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RESPONSIBLE MARKETING AND COMMUNICATIONS

Our policy in advertising and marketing is to comply with all applicable laws in the country where we are communicating. We apply worldwide the practices adopted in guidelines issued by the U.S. Federal Trade Commission. The FTC regulates advertising in the United States, with the goal of preventing consumer deception. In cooperation with the states and the U.S. Environmental Protection Agency, the FTC has published *Guidelines for the Use of Environmental Marketing Claims*. These are commonly known as the FTC's "Green Guides." The Green Guides explain FTC interpretations of federal advertising law. They also influence court decisions, state regulation of advertising, Better Business Bureau responses to complaints about advertising, and challenges to "green marketing" claims.

Weyerhaeuser is a member of the U.S. Council of Better Business Bureaus' National Advertising Division. NAD employs advertising review attorneys with expertise in claims substantiation, advertising and trade regulation, litigation and arbitration. NAD mediates agreements to resolve advertising disputes but can issue informal rulings and refer unresolved cases to the FTC.

Weyerhaeuser is also a founding member of the Keystone Center's Green Products Roundtable. Roundtable members include experts on green labels, standards, and marketing, retailers and product manufacturers, government agencies, and environmental and other non-governmental organizations. Their mission is to reduce confusion in the "green" marketplace and improve production and buying decisions of product manufacturers, institutional purchasers, and consumers. More information is [here](#)

In 2009, we believe we did not sell products banned in any markets. Some company products were the subject of stakeholder or public debate in the case of underlying public policy issues related to forestland management, which are discussed under [Grassy Narrows](#).

We have staff in our businesses and law department with expertise on consumer protection and advertising law. We train our business marketing managers to comply with applicable laws and policies, including the Green Guides, and regularly conduct centralized reviews of selected advertising and marketing materials, especially if they involve environmental marketing claims.

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How does Weyerhaeuser define success? For us, it means being a good neighbor and an active corporate citizen, a core value since Weyerhaeuser's founding in 1900. We understand that our company's success is tied to the health of local communities—and the global community—where we do business.



SECTION HIGHLIGHTS

We pledged up to \$250,000 in building materials and technical assistance to aid in rebuilding Haiti...[READ MORE](#)

More than 1,000 employees and retirees volunteered in our communities in 2009 through our Making WAVES program...[READ MORE](#)

Southern Timberlands team gives hands-on support to Habitat for Humanity, but with a twist...[READ MORE](#)

Our Quadrant Homes homebuilding subsidiary employees spent a day volunteering with the Mountains to Sound Greenway...[WATCH VIDEO](#)

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COMMUNITY INVOLVEMENT

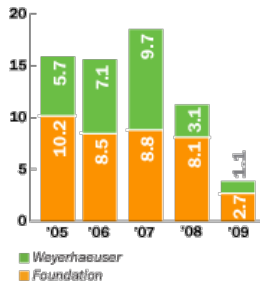
We are proud of our community involvement. Weyerhaeuser made the company's first charitable contribution in 1903, and currently provides philanthropic support through our corporate foundation, Making WAVES employee volunteer program, direct corporate giving, and in-kind support. In 2009, these efforts totaled \$3.8 million in charitable giving. Our community involvement is more than just corporate—it's personal. In 2009, 1,017 employees and retirees completed 89 Making WAVES volunteer projects, contributing more than 10,714 volunteer hours.

1,017

Number of Weyerhaeuser
employee and retiree volunteers
who completed Making WAVES
projects in 2009

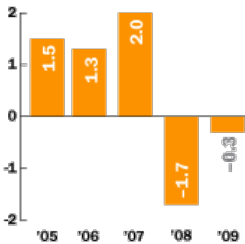
ANNUAL WEYERHAEUSER CHARITABLE GIVING

Includes foundation grants and
direct company contributions
(Millions of dollars paid)



CONTRIBUTIONS AS A PERCENTAGE OF THREE-YEAR AVERAGE PRETAX EARNINGS

The 2008-09 calculation is skewed
due to negative company earnings



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WEYERHAEUSER COMPANY FOUNDATION

Since 1948, the Weyerhaeuser Company Foundation has played an integral role in the philanthropic efforts of the company providing more than \$208 million in donations over more than 60 years.

OUR MISSION:

Nourish the quality of life in Weyerhaeuser's communities, and foster the understanding that sustainable working forests meet important human needs.

COMMUNITY GIVING:

The majority of the Foundation's resources support programs in local Weyerhaeuser locations which help cultivate growing minds and bodies, promote sustainable communities, and nurture quality of life in these communities.

Employees in Weyerhaeuser locations serve as advisors to the Foundation, make funding recommendations based on the unique needs and priorities of their particular communities, and help create better places to live, work and play.

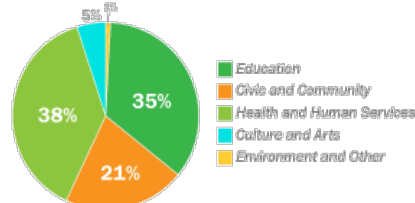
When Weyerhaeuser enters a new location, that community becomes eligible to receive foundation grants. When Weyerhaeuser leaves a community, the annual budget allocation is maintained in full during the year of closure.

NATIONAL/INTERNATIONAL GRANTMAKING:

The Foundation directs a small portion of its grantmaking to select, high-priority national and international initiatives that are directly related to the sustainability and importance of working forests that improve lives for people and the planet. This may include sustainability issues related to forestry, sustainable forest products, housing, improving ecosystems, and renewable, green energy.

[Giving in Canada](#) is not funded through the Weyerhaeuser Company Foundation.

2009 DISTRIBUTION OF FOUNDATION GRANTS IN THE UNITED STATES



Due to limited funding in 2009, Foundation grants were primarily focused on meeting basic needs in Weyerhaeuser communities.

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GRANT GUIDELINES

Weyerhaeuser's communities range from rural to metropolitan, with unique priorities and needs. Employees serving on local Foundation advisory committees develop funding priorities to support their particular community within the following focus areas. This allows flexibility for a variety of giving across our different communities, while providing a strong framework for the Foundation's giving.

In addition to the community giving focus areas noted below, the Foundation will also consider high-priority national and international initiatives that are directly related to the sustainability and importance of working forests. Priority is given to programs that promote the long-term sustainability of forests that improve lives for people and the planet, including sustainability issues related to forestry, sustainable forest products, housing, improving ecosystems, and renewable, green energy.

AFFORDABLE HOUSING AND SHELTER

- Support the production and preservation of affordable, efficient and healthy housing, including organizations that provide affordable homes for working families, and organizations providing support that helps homeless families achieve permanent, stable housing.

EDUCATION AND YOUTH DEVELOPMENT

- Strengthen public schools in Weyerhaeuser operating communities and build relationships to become an effective partner in advancing student learning. Support district-level improvements to teaching and learning that promote student achievement and ensure more students graduate ready for the world of work, advanced learning and life.
- Support educational programs and organizations that enhance and enrich learning experiences for youth.

ENVIRONMENTAL STEWARDSHIP

- Sustainable Communities: Includes projects that assist in green building efforts, energy efficiency programs, urban park projects
- Natural Resources: Includes the protection, conservation and restoration of natural resources, habitats, and non-urban parks, land restoration
- Climate Change and Renewable Energy: Includes projects that support climate change and renewable energy efforts
- Environmental Education: Includes projects that inspire behaviors of environmental citizenship and stewardship, educate communities on environmental issues, and provide environmental education programs for teachers and students that develop critical thinking skills and improve environmental literacy.

HUMAN SERVICES, CIVIC & CULTURAL GROWTH

- Support the economic well-being and health of our communities and their most vulnerable residents.
- Support programs that serve the basic needs of families, move people toward self-reliance and family sustainability, promote economic development, provide cultural enrichment, and respond to local emergencies or disasters.

In considering requests for support, the foundation gives preference to projects and programs from efficient and effective organizations that:

- Serve a broad range of community residents
- Meet our key areas of focus or an important community need
- Show strong support from community leaders and other funders
- Are sustainable and managed competently with a history of accountability, results, cost-effectiveness, strong leadership and innovation

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ELIGIBILITY

TO BE CONSIDERED FOR FUNDING A PROGRAM MUST DO ONE OF THE FOLLOWING:

- Serve a community within a 50-mile radius of a major Weyerhaeuser facility. If you are interested in applying for a grant, please review [where we give](#). OR
- Support a state-wide issue of interest to the Foundation and Weyerhaeuser in the key states of Alabama, Arkansas, Louisiana, Mississippi, North Carolina, Oklahoma, Oregon or Washington. OR
- Support a selected, high-priority national or international initiative directly related to the sustainability and importance of working forests.

TO BE ELIGIBLE TO RECEIVE FUNDING FROM WEYERHAEUSER COMPANY FOUNDATION AN ORGANIZATION MUST BE ONE OF THE FOLLOWING:

- Tax-exempt, nonprofit public charity classified under Section 501(c)(3) of the Internal Revenue Code.
- Public education institutions or government entities qualified under Section 170(c)(1) of the Internal Revenue Code

THE WEYERHAEUSER COMPANY FOUNDATION DOES NOT FUND:

- Activities that provide benefits to Weyerhaeuser Company or its employees
- Local projects outside a 50-mile radius of a Weyerhaeuser community
- Grants for general support to organizations that indirectly receive foundation funds through a federated organization or combined campaign
- Individuals
- Political, labor or fraternal organizations
- Activities that influence legislation
- Religious organizations seeking funds for theological purposes
- National health-related organizations and their local affiliates
- Groups or individuals seeking funds for sponsorships or to purchase tickets or tables at fundraising benefits
- Sports teams or athletic events
- Operating deficits
- Hospital building or equipment campaigns resulting in higher costs to health-care users
- Private foundations
- Multi-year requests

APPLICATIONS ARE ALSO DISCOURAGED FOR:

- Services the public sector is reasonably expected to provide
- Endowments or memorials
- Capital campaigns
- Research or conferences unrelated to the forest products or homebuilding industries

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HOW TO APPLY

- **Application Deadline: August 1.** The foundation considers online applications only.
- **Application Review Process:** Your online application will be acknowledged immediately and forwarded to your local Foundation Advisory Committee for review. The Advisory Committee will make a funding recommendation to the foundation. Applications are generally reviewed on an ongoing basis. In some cases an Advisory Committee may wish to delay a funding recommendation until later in the year after they have considered all opportunities to support their community.
- **Grant Amount:** Grants vary in scale in relationship to Weyerhaeuser's presence in the community and the Foundation's funding priorities. The minimum grant awarded is \$1,000.
- **Grant Notification:** Once a formal grant recommendation is received from the Foundation Advisory Committee, the Foundation will make every effort to respond within 6 - 8 weeks. The Foundation cannot fund all applications it receives. All applicants will receive notification when a decision has been made to fund or decline a proposal.

[Begin a new Application](#)
[Access your saved application](#) You may need to completely close and re-open your web browser for this link to take you to your application account.

[Tips for saving and accessing your online application](#)

BEGIN A NEW APPLICATION

- Step 1:** Before you begin, please review our [Grant Guidelines](#) and [Eligibility](#) requirements.
- Step 2:** Funding priorities may vary in each Weyerhaeuser community. Before submitting a grant application for a project that serves a local Weyerhaeuser community, we encourage you to contact the foundation advisor at [your local Weyerhaeuser facility](#) to determine if the committee has an interest in considering your proposal. For a regional or national project directly related to the sustainability and importance of working forests, you may contact the Foundation office to determine our interest prior to submitting a grant application.
- Step 3:** Gather the following information essential to completing the application:
1. The organization's Tax ID
 2. Contact Information
 3. Detailed information about the organization
 4. Detailed information about the request you are asking us to fund.
 5. Financial information related to the organization and the project you are asking us to fund.
- Step 4:** Review and select the appropriate application below for either [Community and Statewide Grants](#), [Headquarters Area Grants](#), or [Regional/National Grants](#).
- Step 5:** Complete and submit the application by August 1. The Foundation only accepts online applications.

Please [contact us](#) if you have questions.

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COMMUNITY AND STATEWIDE GRANTS

Grant applications for projects or programs serving Weyerhaeuser communities outside the Corporate Headquarters area in Federal Way, Washington, and state-wide projects in Weyerhaeuser's key timberland states (see [where we give](#)).

- 501(c)(3) public charity organizations — **Our August 1 application deadline has passed. Please visit our website early next year if you wish to seek funding in 2011.**
- Local/Subordinate organizations that share the same Tax ID under the group exemption of a National 501(c)(3) public charity (i.e. Habitat for Humanity International) — **Our August 1 application deadline has passed. Please visit our website early next year if you wish to seek funding in 2011.**
- Public education institutions or government entities — **Our August 1 application deadline has passed. Please visit our website early next year if you wish to seek funding in 2011.**

HEADQUARTERS AREA GRANTS

The Foundation's Request for Proposal seeking funding opportunities in Affordable Housing and Shelter is closed for 2010. The Foundation will only consider unsolicited applications serving our Headquarter's communities in King and Pierce Counties through a Request for Proposal Process. We will post a new RFP in 2011 seeking specific funding opportunities within the Foundation's giving framework.

REGIONAL/NATIONAL GRANTS

Grant applications for regional or national projects or programs closely tied to the forest products and homebuilding industries:

- 501(c)(3) public charity organizations — **Our August 1 application deadline has passed. Please visit our website early next year if you wish to seek funding in 2011.**
- Universities and government entities — **Our August 1 application deadline has passed. Please visit our website early next year if you wish to seek funding in 2011.**

Click [here](#) to apply for donations in Canada

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Tips for saving and accessing your online application:

- The first time you attempt to save or submit an online application, you will be prompted to create an application account using your email address and a password. This account will contain copies of your in-progress or submitted grant application, which you can access at any time. We recommend you save your application early and often in the process.
- When you are navigating through pages in the application, please do NOT use your browser's Back button – you will lose unsaved information. Please click the page numbers at the top of each screen to easily navigate through your application.
- You may wish to print a hard copy of the application for your records, or save it to your computer for future reference.
- Please save the confirmation emails reminding you of the email and password you used to create your account, and the link to access your account (to return to your saved application or view your submitted application).
- Once your application has been submitted, you will not have an opportunity to make changes or include attachments.
- A link to log into your grant application account is also provided above (Log in to your grant application account—U.S. only). You may need to completely close and re-open your web browser for this link to take you to your application account.

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CORPORATE GIVING

Philanthropy is directed primarily through the Weyerhaeuser Company Foundation. Weyerhaeuser Company also provides direct business contributions to community and business-related organizations that help advance key strategic or business priorities. Opportunities are considered on a case-by-case basis by business leaders or Weyerhaeuser Public Affairs.

IN-KIND DONATIONS

In-kind donations are provided for a few high-priority activities at the discretion of a Weyerhaeuser business manager. The company does not generally donate products.

SEEDLING DONATIONS

Weyerhaeuser Company donates seedlings only in the Seattle-Tacoma area. To be considered, (1) the organization must be a nonprofit 501(c)(3) tax-exempt or government entity described in Section 170(c) of the Internal Revenue Code, and (2) the project must involve youth in an organized tree-planting project.

Seedling requests are accepted January 1 through April 15, and seedling donations are subject to availability. Submit a request online using our [donation application](#) or send questions in writing to:

Seedling Request
Weyerhaeuser Company, CH 3E22
P.O. Box 9777
Federal Way, WA 98063-9777

U.S. CONTRIBUTIONS AND SPONSORSHIPS

If a community event or activity is not appropriate for consideration by the Weyerhaeuser Company Foundation, it can be considered for support at the discretion of local Weyerhaeuser business managers. Decisions are made on a case-by-case basis, consistent with Weyerhaeuser's presence and business priorities in a particular community.

In the Corporate headquarters area, sponsorship of fundraising events is generally limited to organizations that have a Weyerhaeuser employee serving on their boards.

SUSTAINABILITY IN ACTION

Help for Haiti

With Weyerhaeuser's help, the people of Haiti could be spared the catastrophic damage of future earthquakes. We announced an initial pledge of up to \$250,000 in building materials to aid in rebuilding Haiti, which suffered a 7.0-magnitude earthquake Jan. 12.

"As this devastating tragedy has shown, Haiti must not only be rebuilt, but it must also be rebuilt safely to prevent future tragedies of this type," says Dan Fulton, president and chief executive officer. "As a leader in the building materials industry, we commit to helping achieve a safer Haiti as it recovers from this earthquake."

Our pledge includes the immediate donation of building materials to help with temporary housing and the exploration of alternatives that could help introduce safer products and practices for the longer-term rebuilding efforts. iLevel® Shear Brace technology, for example, is specifically designed for use in earthquake-prone regions and potentially could be used in the rebuilding efforts. We're offering technical assistance to help increase the likelihood that buildings will survive earthquakes in the region, and we'll also allow employees to volunteer to help in the rebuilding process.

RELATED LINKS

[Read about the Weyerhaeuser Company Foundation](#)
[Find out about Weyerhaeuser Seedling Sales](#)
[Send us an email regarding seedling donations](#)

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GRANTS AND SPONSORSHIPS IN CANADA

In Canada, Weyerhaeuser administers a corporate giving program to improve the quality of life in communities and regions where Weyerhaeuser has a major presence. This program is separate from the Weyerhaeuser Company Foundation, which administers the giving program in the United States.



In the 2006 to 2009 time period, Weyerhaeuser invested more than CAN\$2.6 million in worthwhile projects and programs in communities across Canada. In addition to community giving, Weyerhaeuser funds research and education that help foster public understanding of the forest products industry.

For example, learn about our partnership with [Ducks Unlimited Canada](#) for a five-year conservation project.

DISTRIBUTION OF GRANTS IN 2006 TO 2009

Education and youth	22%
Health and social services*	32%
Environment and forestry	13%
Arts, recreation and community	33%

** includes contributions to the United Way*

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EMPLOYEE VOLUNTEERISM

Weyerhaeuser's contribution to the communities where it operates does not end with funding. In every community where they live and work, Weyerhaeuser employees donate time, energy, expertise, and money to many worthy projects.



To add to these efforts, we created the Making WAVES (Weyerhaeuser Active Volunteer Employees) program. Through this innovative program, groups of employees pledge their time and effort to support community organizations, and the company adds cash contributions to build better communities for everyone.

Projects completed by employee teams in Canada over the last five years include:

- Building a school or community playground and/or renovating playground equipment
- Building hiking trails
- Helping to build low-cost housing through Habitat for Humanity
- Organizing and participating in fundraising events for charities and local community groups
- Working with youth to develop their mechanical skills
- Cleaning up hospital, school, and other municipal properties
- Renovating local community facilities such as sports arenas and community centers
- Developing gardens in local parks
- Organizing community music festivals and cultural events

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GRANTS AND SPONSORSHIPS

The objectives of Weyerhaeuser's giving program in Canada are to:

- Support organizations and projects that improve the quality of life in communities and regions where Weyerhaeuser has a major presence
- Encourage the community-minded efforts of employees
- Foster public understanding of forest issues



We make grants to eligible organizations for projects that are consistent with our objectives and presence in the community, region, or province. In considering requests for support, we give preference to projects, programs, and activities that:

- Serve a broad range of community residents
- Meet a key need in the community
- Show strong support from community leaders
- Are managed competently by excellent organizations with a history of accountability, cost-effectiveness, strong leadership, and creativity
- Provide a significant and measurable impact on quality of life

Grants and sponsorships are in the form of cash. Weyerhaeuser generally does not make in-kind donations. Normally, our support is committed for only one year at a time. Grant awards are for less than \$10,000.

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ALBERTA

Grants are only offered in the following Canadian communities where Weyerhaeuser has a major presence:

- Edson
- Grande Prairie

ONTARIO

- Kenora

BRITISH COLUMBIA

Weyerhaeuser has a major presence:

SASKATCHEWAN

- Hudson Bay



Grants are made only to organizations that are one of the following:

- Registered charity with a Canada Customs and Revenue Agency number
- Registered provincial nonprofit society
- A Canadian municipality or covered under one (e.g., fire department, school board)

We do not provide grants for:

- Projects, services, and organizations outside of regions where the company has operations (please review the list of our communities and regions to determine whether your organization meets this guideline)
- National campaigns and programs
- Endowment funds and memorials
- Religious groups seeking funds for theological purposes
- Individuals, including direct scholarship or bursary assistance
- Capital projects (e.g., playgrounds) at public, parochial, or private schools
- Service clubs or fraternal organizations
- Operating deficits or administrative costs, including staff salaries and overhead
- Travel costs, including student trips and tours
- Advocacy groups for particular social, secular, or religious points of view

We do not sponsor:

- Individuals
- Conferences and meetings that take place outside of our operating communities, unless related to the forest industry
- Charitable fundraising events
- Professional sports teams
- Religious or advocacy groups
- Public and private school events such as trips and festivals; however, local units may provide funding for schools in their communities
- University or college competitions, unless related to the forest industry

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HOW TO APPLY

- For philanthropic grants for projects and programs, please complete our online [Donation Application form](#).
- For sponsorship of community events, including activities of limited duration, please complete our online [Sponsorship Application form](#).
- Applications may be submitted at any time and will be acknowledged by an online confirmation of receipt. Applicants will usually receive a response within one to two months.



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EMPLOYEE INVOLVEMENT

To grow is to cultivate. That's why we invest in our communities. When they grow stronger, we all benefit. Volunteers—whether employees, retirees, friends, or family members—are making our communities better places to work and live.

Weyerhaeuser encourages employees to volunteer in our communities and supports their volunteer efforts. In 2009, 1,017 Weyerhaeuser employees and retirees completed more than 89 projects and contributed nearly 10,714 volunteer hours through the [Making WAVES](#) volunteer program.



"I think just now, three days after it has ended, I am beginning to see the impact it has made on me. You may wonder how in the world a 100-hour work week could make someone so exhilarated. One word: magic. Truly, this week is magic."

—Weyerhaeuser volunteer



SUSTAINABILITY IN ACTION

Bringing down the house

Weyerhaeuser's Southern Timberlands leaders recently joined the many employees before them who've leant a hand to Habitat for Humanity, but this time with a twist. Instead of building a home, they took one down.

"We were headed to Hot Springs (Ark.) for our quarterly meeting and we were looking for a way to bring our team together," says Linda Holton, a project coordinator for Southern Timberlands. "We typically do a site visit, but there wasn't a Weyerhaeuser manufacturing facility nearby."

Undeterred, the team decided to support Weyerhaeuser's core value of community involvement through volunteerism. Habitat for Humanity was at the top of the list.

"We offered to help Habitat build a home," Holton says, "but no Habitat homes were being built in Hot Springs at the time we were going to be there." So, as an alternative, Habitat representatives pointed the team to a deconstruction project, which supports its ReStore program. Habitat ReStores are outlets that accept donated goods for resale — everything from building materials to home accessories to appliances to furniture. The proceeds help local affiliates fund the construction of Habitat homes in their neighborhoods.

Aboarded-up home, which had been donated to Habitat by a Hot Springs resident, stood ready. The 18 Timberlands team members first conducted a RADAR safety analysis. Then they underwent intensive training on use of tools and the deconstruction process. Finally, they removed the house's inner and outer walls salvaged lumber, cabinets and other reusable materials.

Habitat representatives were impressed with the team's work ethic, discipline, speed and commitment to safety.

"We took breaks and drank lots of water working out in the hot Arkansas sun," Holton says. "Most importantly, what started as a team-building exercise became a fulfilling, enriching experience for everyone. We learned that community work is hard work and that giving back not only makes a difference but also feels good."

Last updated June 17, 2010.

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CONTACT US

THE WEYERHAEUSER COMPANY FOUNDATION

For information on grants made by the foundation, please contact:

Weyerhaeuser Company Foundation
P.O. Box 9777
CH 3E22
Federal Way, WA 98063-9777
Telephone: 253-924-3159
Facsimile: 253-924-3658

FUNDING IN CANADA

For information on grants made in Canada, please contact:

Corporate Giving
Weyerhaeuser
Postal Bag 1020
Grande Prairie, AB, T8V 3A9
Telephone: 780-539-8213
Facsimile: 780-539-8004

Last updated Feb. 10, 2010.

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FORESTRY EDUCATION AND RESEARCH

We believe that hands-on, community based environmental education is essential to help people understand issues and make informed choices.

Weyerhaeuser supports and participates in selected environmental education programs that focus on developing critical thinking skills and improving environmental literacy.

We've designed this website to direct teachers and students to local and national resources that provide high quality environmental education materials and activities, especially those related to forestry.

We've also included links that provide information about our company's stewardship practices and how we manage our forest resources.

- [Sustainable forestry](#) in the Timberlands section of weyerhaeuser.com, explains more about how we manage our forests for sustainable production of wood while protecting the environment.
- [Local Environmental Education Resources](#) in your state or province that promote programs to increase understanding of environmental issues.
- [National Environmental Education Resources](#) in the U.S. and Canada that offer a national or global perspective.
- [The Mount St. Helens Forest Learning Center](#) provides teaching guides about the return of the forest on Mount St. Helens and other topics. Other resources include a video about forestry practices and a CD about how a tree grows.
- [Weyerhaeuser's Cool Springs Environmental Education Center](#) is located along the Neuse River about 6 miles upriver from New Bern, NC. Its mission is to provide a real world setting for hands-on learning about forestry, ecology and environmental issues.

For other information about Weyerhaeuser—such as our history, locations and operations—see [Corporate Affairs](#).

Last updated May 28, 2010.

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COOL SPRINGS ENVIRONMENTAL EDUCATION CENTER

Weyerhaeuser's Cool Springs Environmental Education Center is actively managed as a working forest to demonstrate forestry practices, while maintaining and enhancing wildlife habitat, air quality, water quality, as well as aesthetic, recreational and historical values.

Cool Springs provides a real world setting for hands-on learning about forestry, ecology and environmental issues. This "outdoor classroom" is located on approximately 1,700 acres of forestland along the Neuse River, about six miles up river from New Bern, North Carolina.

With virtually every forest ecotype of eastern North Carolina represented, we offer many [activities and programs](#) as well as [workshops and special events](#) to learn how the environment and forestry work together.

If you're interested in plants, animals and their habitats, we encourage you to plan a trip to Cool Springs soon!

Weyerhaeuser began operating in North Carolina in 1957.

Contact:

Melissa Myers
Weyerhaeuser's Cool Springs
Environmental Education Coordinator
tel: 252-514-3533
e-mail: info@coolsprings.org

Photos by Melissa Myers, Jeff Hall, and Joe Young



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LOCAL ENVIRONMENTAL EDUCATION RESOURCES

Education is vital to helping future generations understand the importance of land stewardship and resource management. We're doing our part to help promote increased understanding of these issues.

Education or resource providers that promote programs to enhance critical thinking, problem solving and effective decision making skills around environmental issues for teachers and students can be found for the [United States](#) and [Canada](#).

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ALBERTA

[The Government of Alberta](#) offers credible and comprehensive materials to support environmental education programs in Alberta including air, forests, water waste and wildlife. Also has information on teacher workshops and site-based environmental programs for students.

[Inside Education](#) strives to empower all Albertans to make informed choices about the environment by providing bias-balanced environmental education. Find information here on classroom resources, teacher professional development, field trips and public education.

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BRITISH COLUMBIA

[Canadian Network for Environmental Education and Communication](#) has links to national and regional environmental education associations and information on national and regional environmental education conferences, awards and publications.

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ONTARIO

[The Canadian Ecology Center](#) offers a number of hands-on ecology programs and activities for students and teachers at their center located in Northeastern Ontario. The center also offers professional development opportunities for teachers and information on the annual [Eastern Canadian Teacher's Tour](#).

[The Ontario Forest Association](#) offers programs and resources for teachers and students including Envirothon, Focus on Forests and Focus on Fires.

[Ontario Nature](#) protects and restores natural habitats through research, education and conservation. This site offers ideas and activities for Wildlife Week and Earth Day, programs and resources for teachers and students, and Ontario curriculum, science and technology links to Ontario Nature Resources.

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SASKATCHEWAN

[The Saskatchewan Forestry Association](#) offers information on regional environmental education events and programs including Envirothon, National Forest Week, Arbor Day, Focus on Forests and Tree Trek.

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ALABAMA

[Alabama Learning Exchange](#) offers K-12 teachers lesson plans, web resources, courses of study and a "Teacher Zone" with information on professional development, grant and research opportunities. This site is sponsored by the Alabama Department of Education.

[Alabama Forestry Association](#) offers teacher and student resources on tree planting and identification, sustainable forestry and education programs including Teacher Conservation Workshops, Project Learning Tree and Forests Forever.

[The Environmental Education Association of Alabama](#) offers information on education training workshops, environmental awards and resources, financial grants and thematic teaching trunks to help incorporate environmental topics into curricula.

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ARKANSAS

[The Arkansas Environmental Education Association](#) has information on environmental education resources in Arkansas including programs, speakers and field trip ideas.

[The Arkansas Forestry Association](#) offers information on programs for students, teachers including Project Learning Tree, classroom forestry education, training and teacher workshops and off-site presentations and field trips.

[Arkansas Forestry Commission](#) provides information about Arkansas' forests for students and teachers. This site also offers information and schedules for Project Learning Tree, Project Wet, Project Wild and Project Leopold workshops for teachers and other educators.

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GEORGIA

[Environmental Education in Georgia](#) is a clearinghouse for environmental education programs in Georgia. This site offers information and resources for teachers including environmental education certification, lesson plans and environmental education programs including Project Learning Tree, Project Wet and Project Wild.

[Georgia Forestry Association](#) provides learning opportunities in forestry education across the state. Find information here on the Georgia Forests Forever mobile classroom, Project Learning Tree workshops and activities and the Georgia Forestry Foundation.

[The Georgia Forestry Commission](#) offers information on state education forest workshops and forestry demonstrations, Arbor Day, the Georgia Envirothon and field trip opportunities.

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LOUISIANA

[The Louisiana Department of Agriculture and Forestry](#) offers information on Project Learning Tree, the award-winning environmental education program designed for teachers and other educators working with students in pre-K through grade 12.

[Louisiana Department of Environmental Quality](#) offers teacher and student resources and lesson plans on environmental issues including air quality, water quality and solid waste and recycling.

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MISSISSIPPI

[The Mississippi Forestry Association](#) offers information on Teacher Conservation Workshops and Project Learning Tree.

[The Mississippi State University Extension Service \(MSU Cares\)](#) provides information on 4-H Forestry programs and The Wood Magic Science Fair.

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NORTH CAROLINA

[The North Carolina Department of Environment and Natural Resources Office of Environmental Education – EE Clearinghouse](#) offers educator resources including professional development, workshops, environmental lessons and activities, materials and publications.

grants and environmental education certification.

[North Carolina Cooperative Extension Forestry](#) provides technical assistance, workshops, field tours, and research-based publications that enable North Carolinians to make informed decisions concerning the management, enhancement, and enjoyment of their forest resources.

[North Carolina Forestry Association](#) administers a variety of educational programs for forestry professionals, the general public and educators that promote responsible use and management of state forest resources. Find information here on the annual Sustainable Forestry Teachers Tour, Project Learning Tree workshops and a variety of teaching and educational materials.

[The Teacher on Summer Assignment Program](#) is a paid, 6-week summer professional development opportunity offered by the Weyerhaeuser Company designed to provide North Carolina teachers with first hand knowledge of environmental issues and improve content and understanding around the environment.

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OKLAHOMA

[The Oklahoma Association for Environmental Education](#) has information on environmental education programs and activities including Project Learning Tree, Arbor Day, Free Trees for Schools Programs, Project WILD, and C.L.E.A.R. Also offers information on grant and professional development opportunities.

[Oklahoma Consortium for Environmental Literacy](#) promotes environmental literacy through the cooperative actions of the Environmental Education community in Oklahoma. Find information here on EE Resources, Connections and Community Outreach throughout the state.

[The Oklahoma Department of Environmental Quality](#) has links to resources and education programs including air quality, water quality and information on recycling, grants.

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OREGON

[The Environmental Education Association of Oregon](#) offers information and resources on program providers, curricula, teacher training, conferences for students and ideas for student field trips and tours in Oregon.

[The Forest Learning Center at Mt. St. Helens](#) is designed with educators in mind. Located on Hwy 504 at the North Fork Ridge viewpoint, the center offers hosted tours for students of all ages, elk viewing areas, interactive exhibits and a comprehensive set of materials to help educate future generations about reforestation practices.

[The Oregon Forest Resources Institute](#) was created by the Oregon Legislature in 1991 to improve public understanding of the state's forest resources. Find facts and information here on forestry in Oregon including publications on forestry topics and issues, woods tours, education programs for teachers and students, teacher development opportunities, and classroom and field opportunities for students.

[Oregon State University College of Forestry - Oregon Forestry Education Program](#) offers Project Learning Tree workshops, the Oregon Forest Institute for Teachers, and other professional development opportunities for teachers and educators.

[WolfTree](#) offers field based, experiential outdoor learning opportunities for students and teachers in Oregon and Washington schools.

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WASHINGTON

[The Environmental Education Association of Washington](#) offers information on learning centers and environmental education organizations in Washington.

[The Forest Learning Center at Mount St. Helens](#) is designed with educators in mind. Located on Hwy 504 at the North Fork Ridge viewpoint, the center offers hosted tours for students of all ages, elk viewing areas, interactive exhibits and a comprehensive set of materials to help educate future generations about reforestation practices.

[Pacific Education Institute](#) was founded to help teachers provide their students with the tools needed to become socially and scientifically literate citizens, adept at decision making and engaged in a lifetime of discovery. PEI supports teachers working to incorporate environmental education into their curricula and offers a network of professionals, proven curricula and professional growth experiences to assist with this process.

[The Teacher on Summer Assignment Program](#) is a paid, 6-week summer professional development opportunity designed to provide Washington teachers with first hand knowledge of environmental issues and improve content and understanding around the environment.

[The Washington Forest Protection Association](#) offers environmental education programs for Washington teachers including Teacher on Summer Assignment, Forests of Washington, Project Learning Tree and Environmental Study Sites.

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NORTH CAROLINA TEACHERS ON SUMMER ASSIGNMENT

The Teacher on Summer Assignment (TOSA) program in North Carolina allows K-12 teachers to gain first-hand knowledge of environmental issues and to experience real-world applications of concepts they teach in the classroom.

The six-week assignments are conducted at various Weyerhaeuser timberlands and manufacturing facilities in eastern North Carolina. Assignments generally start the third week of June. Teachers are paid on an hourly basis and also earn Continuing Education Units. Lodging stipends are available for non-local, in-state teachers.

The program requires teachers to:

- do useful, valued work
- create a lesson, activity or curriculum piece for your classroom
- be available to work for the full 6-weeks of the program and attend all scheduled workshops (CEU's available)
- make a presentation to your Weyerhaeuser team
- maintain our perfect safety record!

Examples of assignments include:

- air quality
- chemical management
- environmental policy
- forest stewardship
- recycling
- reptile and amphibian research
- water quality

If you would like to view or apply for current [TOSA assignments](#), or would like more information on the TOSA program, please [contact us](#).

Last updated March 15, 2010.



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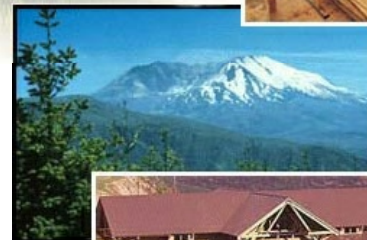
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MOUNT ST. HELENS FOREST LEARNING CENTER

MOUNT ST. HELENS AT 30

Habitat for Humanity®
International


Within months of the 1980 eruption of Mount St. Helens, we began hand-planting 18 million seedlings in the aftermath of one of the most powerful volcanic eruptions in North America. Today, those trees stand 70-feet tall. They're growing so densely that thinning is needed to ensure the heartiest have the sunlight, nutrients and space needed to grow to maturity.

To commemorate the 25th anniversary, \$1 million dollars was provided to Habitat for Humanity through grants from the Weyerhaeuser Company Foundation and packages of lumber from Mount St. Helens. The campaign helped build homes for 25 families in 18 states and provinces across the United States and Canada. See the impression this donation to Habitat for Humanity had on Former President Jimmy Carter, in [56k and below](#) or [broadband](#). (You might need a [free media player](#) to watch these .wmv files.)

We invite you to join the 30th anniversary commemoration by browsing this web site, especially our interactive sections that allow you to:

- View a [live webcam](#) of the mountain
- Use our [interactive map](#) with its bird's eye view of the mountain
- Go [inside the blast](#)
- Compare [before and after photos](#) of our forestlands
- See the animals that have returned with our [wildlife viewer](#)
- View [Mount St. Helens memories](#) from our forest learning center volunteers

We welcome you to visit the Forest Learning Center ([see schedule](#)) located just inside the blast zone. Experience this unique story through exhibits, views, trails and a playground the entire family will enjoy!



Last updated May 6, 2010.

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NATIONAL ENVIRONMENTAL EDUCATION RESOURCES

The following is a list of education or resource providers in North America that we believe offer programs that enhance critical thinking, problem solving and effective decision making skills about environmental issues for teachers and students.

- [United States ▼](#)
- [Canada ▼](#)

UNITED STATES

[American Forest & Paper Association](#) is the national trade association of the forest, paper and wood products industry. This site provides a series of interactive, educational flyers on paper reuse, recycling and sustainable forestry.

[Classroom Earth](#) offers lists of the most popular and widely used environmental education programs for K-12 classrooms. Each program provides proven curricula, materials and opportunities for in-person training on how to use the program with students. These programs are national in focus, meet [North American Association for Environmental Education \(NAAEE\)](#) guidelines and many align with state standards of learning.

[EE Link](#), Environmental Education on the Internet is a resource designed to support students, teachers and other EE educators. The site contains Internet environmental based school projects, classroom activities, environmental facts and data, grant information, and links to other environmental sites.

[Environmental Literacy Council](#) gives teachers the tools to help their students develop environmental literacy and the analytical skills needed to weigh scientific evidence and policy choices. This site offers practical teaching resources in a wide variety of projects including air and climate, land, water, ecosystems, energy, food and the environment & society.

[Firestorm: Thinking Critically About Environmental Issues](#). Check out these new teaching materials from the Environmental Literacy Council designed to help middle and high school educators teach students about forest health, forest fire, how to evaluate different informational materials and how to think critically about environmental issues.

[Forest Resource Environmental Education \(F.R.E.E.\) Network](#) is for teachers and students of all grade levels who want to learn more about forests and the management of forests. Find research and teaching resources by topic and grade level, an environmental quiz and links to other forest-oriented information sites.

[Globe Program](#) is a hands-on, international, environmental science research and education program which links students, teachers, and the scientific research community in an effort to learn more about our environment through student data collection and observation. Find activities and resources for teachers and students, information on professional development opportunities and workshops, and opportunities to collaborate with scientists and other GLOBE students around the world.

[National Arbor Day Foundation](#) helps people plant and care for trees and encourages the celebration of Arbor Day to advance global environmental stewardship. Find information and resources here for state and national Arbor Day activities, tree identification and seedling purchases.

[National Environmental Education & Training Foundation \(NEETF\)](#) strives to build a stronger economic, societal, and ecological future through environmental learning. The Foundation focuses on EE's potential to strengthen and improve education, health, and business, especially in disadvantaged communities. Find information here on various programs and links to several of its publications.

[North American Association for Environmental Education \(NAAEE\)](#) is a network of professionals and students working throughout North America and in over 55 countries around the world. This site includes a list of environmental education standards, called the materials and learning guidelines. It also incorporates EE resources, projects, and news and information about the organization.

[Project Learning Tree \(PLT\)](#) has been recognized as one of the premier Environmental Education programs in the world. Through hands-on interdisciplinary activities, PLT provides students with opportunities to investigate environmental issues and encourages them to make informed, responsible decisions. This site offers information on workshops, grants, curriculum and a link to the PLT coordinator for your state.

[Society of American Foresters \(SAF\)](#) is a national scientific and educational organization representing the forestry profession in the United States. Find grade level specific tools for teachers on trees and forestry.

[U.S. Environmental Protection Association \(EPA\)](#) leads the nation's environmental science, research, education and assessment efforts. Find grade specific education resources here for K-12 teachers and students as well as information on grants, training, fellowships and the President's Environmental Youth Awards.

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CANADA

[Canadian Forestry Association](#) advocates the protection and wise use of Canada's forests, water and wildlife resources through public awareness and education programs. Includes links to classroom resources for teachers and Envirothon Canada information.

[Canadian Wildlife Federation](#) is dedicated to raising awareness of the impacts of human activities on the environment, promoting the sustainable use of natural resources, conducting and sponsoring wildlife and environmental research, and recommending legislative changes to protect wildlife and its habitat. This site offers resources for educators including "Learning about Wildlife" education kits and WLD programs and resources.

[Globe Program](#) is a hands-on, international, environmental science research and education program which links students, teachers, and the scientific research community in an effort to learn more about our environment through student data collection and observation.

Find activities and resources for teachers and students, information on professional development opportunities and workshops, and opportunities to collaborate with scientists and other GLOBE students around the world.

[The Green Lane](#) is Environment Canada's Internet resource for weather and environmental information. The Green Lane helps connect Canadians, exchange information and share knowledge for environmental decision-making.

[Green Street](#) offers teachers environmental education programs that actively engage elementary and secondary school students in learning about the environment and promoting environmental stewardship. Programs are aligned with provincial curricula and materials are ready-to-use in the classroom.

[Learning for a Sustainable Future](#) works with educators from across Canada to integrate the concepts and principals of sustainable development into the curricula at all grade levels. Find information on professional development workshops for teachers, classroom and on-line activities and links to other on-line education resources.

[Project Learning Tree \(PLT\)](#) has been recognized as one of the premier Environmental Education programs in the world. Through hands-on interdisciplinary activities, PLT provides students with opportunities to investigate environmental issues and encourages them to make informed, responsible decisions. This site offers information on workshops, grants, curriculum and a link to the PLT coordinator for your province.

[WILD Education](#) is brought to you by the Canadian Wildlife Federation. This site offers teachers and students information and resources on a variety of learning programs including Project WILD, Fish Ways, WILD Schools, Focus on Forests, Ocean Education, and Space for Species.

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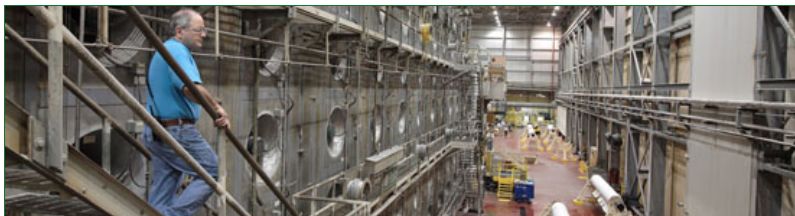
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GOVERNANCE

Weyerhaeuser has a tradition of responsible corporate governance, upheld by an independent board of directors.



SECTION HIGHLIGHTS

We have more independent outside directors than is required, with 10 out of 11 independents on our board, or 91 percent...[READ MORE](#).

We were named one of the "World's Most Ethical Companies" by the Ethisphere Institute for the second consecutive year...[READ MORE](#).

Last updated June 17, 2010.

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BOARD OF DIRECTORS

The board oversees the management of our global business, including its commitment to sustainability.

COMPOSITION, STRUCTURE AND INDEPENDENCE

We follow New York Stock Exchange corporate governance rules and requirements. As of June 2010, 11 directors serve on the board; all except the CEO are independent directors under the standards of the New York Stock Exchange. These directors are or have recently been leaders of major companies and institutions and possess a wide range of experience and skills.

We have more independent outside directors than is required, with 10 out of 11 independents. The average number as of 2009 is 82 percent, according to a study by Spencer Stuart, a recruiting and leadership consulting firm. We have 91 percent.

The Weyerhaeuser board also has appointed an independent director to serve as chairman. The average number of boards with independent chairmen as of 2009 is 16 percent according to the same study by Spencer Stuart. The board has declined to adopt a policy that requires it to have an independent chairman at all times; however, the board has provided that during periods when it does not have an independent chairman, the independent chair of the Executive Committee will serve as Lead Director.

Three of the independent directors on our board are women, which is 30 percent of the independent directors compared with a national average of 17 percent, as reported by Spencer Stuart. One independent director is African-American, which is 10 percent of the independent directors and consistent with a national average of 10 percent as reported by Spencer Stuart.

In its assessment of corporate governance and business practices, GovernanceMetrics International® rated Weyerhaeuser in six categories, including:

- Board accountability
- Financial disclosure and internal controls
- Shareholder rights
- Executive remuneration
- Corporate behavior (management of environmental risks, labor relations, foreign sourcing practices, and significant litigation and regulatory actions)

All companies rated by GMI are scored on a scale of 1.0 (lowest) to 10.0 (highest). Weyerhaeuser received a GMI rating of 9.5 in 2009. AGM rating of 9.0 or higher is well above average.

KEY 2009-10 BOARD ACCOMPLISHMENTS

- The board agreed to amend the company Articles of Incorporation to declassify the board and eliminate supermajority voting.
- The board determined that conversion to a real estate investment trust would best support the company's strategic direction.
- The board continued its strategic review of the company's asset portfolio and determined that the company's timberlands, wood products, cellulose fibers and real estate businesses would fit within a REIT structure.

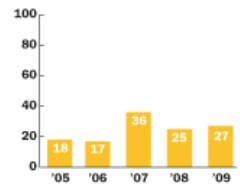
RELATED LINKS

[More about the Board](#)

Last updated June 17, 2010.

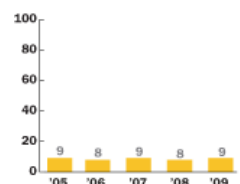
BOARD OF DIRECTORS FEMALES

(As reported in annual Proxy Statements, expressed in percentage)



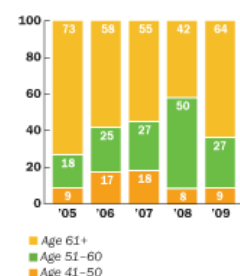
BOARD OF DIRECTORS MINORITY GROUPS

(As reported in annual Proxy Statements, expressed in percentage)



BOARD OF DIRECTORS AGE PROFILE

(As reported in annual Proxy Statements, expressed in percentage)



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RESPONSIBILITY FOR SUSTAINABILITY MATTERS

Our stakeholders expect the company to operate in a healthy, safe, legal and environmentally responsible manner. To meet this expectation, we have developed effective systems for identifying and evaluating risks, setting standards, implementing programs, monitoring performance, and complying with the law. The board addresses aspects of sustainability at every meeting and board committees address aspects of sustainability on a regular basis (e.g., legal compliance). Safety is addressed at every board meeting, and the corporate governance committee hears a full report once a year. Diversity is addressed at least once a year in a report to the governance committee or in succession planning discussions by the board. On an annual basis, the corporate governance committee receives a "state of the company" environmental report.

The board, through its company direction-setting process, establishes companywide strategic direction for capital spending, and business and financial matters, as well as social and environmental issues. Weyerhaeuser employs this process in three- to five-year cycles to set overall strategic direction of the company. As part of the process, we analyze global trends that have the potential to affect our businesses over the long term, analyze the capabilities and challenges of our businesses, and integrate this information into our planning and decision-making regarding company direction.

Board committees are responsible for sustainability issues in their areas of oversight, ensuring that all aspects of sustainability are addressed on an ongoing basis.

The board annually, with the assistance of the corporate governance committee, reviews its overall performance and reviews the performance of board committees.

Learn more about our board committees and their charters in the [investors](#) section.

RELATED LINKS

[More about our management systems](#)

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QUALIFICATIONS AND EXPERTISE

Weyerhaeuser's Corporate Governance Guidelines provide that the board should encompass a diverse range of talent, skill and expertise sufficient to give sound and prudent guidance with respect to the company's operations and interests. See our [Governance Guidelines](#) and [Avoiding Conflicts of Interest](#).

Each director is expected to exhibit high standards of integrity, commitment and independence of thought and judgment; to use his or her skills and experience to provide independent oversight to the business of the company; to participate in a constructive and collegial manner; and to represent the long-term interests of all shareholders. Directors must be willing to devote sufficient time and effort to learn the business of the company and to carry out their duties and responsibilities effectively.

As part of its periodic self-assessment process, the board determined that, as a whole, it must have the right diversity and mix of characteristics and skills for optimal oversight of the company. It should be composed of persons with skills in areas such as:

- Finance
- Sales and markets
- Strategic planning
- Human resources and diversity
- Safety
- Relevant industry business, especially natural resource companies
- Leadership of large, complex organizations
- Legal
- Banking
- Government and governmental relationships
- International business and international cultures
- Information technology

In addition to the targeted skill areas, the corporate governance committee identified key knowledge areas critical for directors to add value to a board, including strategy, leadership, organizational issues, relationships and ethics.

For more information about the board of directors selection process, see the [Notice of 2010 Annual Meeting of Shareholders and Proxy Statement](#).

Last updated June 17, 2010.

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PROVIDING RECOMMENDATIONS

Any shareholder can communicate directly with the board, the independent directors, and any individual director or the chair of any committee via the Weyerhaeuser's corporate secretary. The processes for communicating with the board, recommending nominees for the board, or submitting shareholder proposals are outlined in the [Notice of 2010 Annual Meeting of Shareholders and Proxy Statement](#).

The board also requests regular reports about interests and concerns of shareholders and communication with shareholders.

As part of its periodic self-assessment process, the board annually determines the diversity of specific skills and characteristics necessary for the optimal functioning of the board in its oversight of the company over both the short - and longer -term. The Corporate Governance Committee has adopted a policy regarding the director selection process that requires the committee to assess the skill areas currently represented on the board and those skill areas represented by directors expected to retire or leave the board in the near future, against the target skill areas established annually by the board, as well as recommendations of directors regarding skills that could improve the overall quality and ability of the board to carry out its function.

The Corporate Governance Committee then establishes the specific target skill areas or experiences that are to be the focus of a director search, if necessary. The effectiveness of the board's diverse mix of skills and experiences is considered as part of each board self-assessment.

Candidates recommended for consideration as nominees for director are evaluated against the targeted skill and knowledge areas. Based on these analyses, the committee determines the best qualified candidates and recommends those candidates to the board for election at the next shareholders' meeting.

The governance committee carefully reviews shareholder proposals submitted for consideration at the next annual meeting, develops a suggested response, then presents these recommendations to the full board. The board may engage outside advisers to provide support of its consideration of some proposals. The full board approves the suggested responses to any shareholder proposals that will be included in the proxy statement for the annual shareholders' meeting.

Examples of recent topics considered in shareholder proposals include:

- Governance (majority vote, director election by majority, executive compensation, appointment of auditors, independent chairman)
- Forestry practices (certification, wood supply)
- Social issues (aboriginal peoples relations)

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COMPENSATION

Weyerhaeuser has a robust compensation structure that ties compensation to performance against goals, including social and environmental goals.

DIRECTORS' COMPENSATION

The board believes that the interests and focus of directors must be closely tied to the long-term interests of shareholders. As a result, 2009 compensation for nonemployee directors consisted of an annual retainer fee, half of which was automatically deferred into the common stock equivalent account in the deferred compensation plan for directors. These amounts will be paid to the director in cash only after the director retires from the board, based on the value of the company stock at that time. The directors may also defer the remaining fees paid to them, and many of the directors have chosen to defer these fees into the common stock equivalent account as well. Chairs of board committees receive an additional fee, which also may be deferred or paid in cash.

In addition, directors are reimbursed for expenses incurred in board travel and may receive additional compensation if asked to travel for extended periods on behalf of the board. Nonemployee director compensation is based on board and committee responsibilities and is competitive with comparable companies.

In 2009, nonemployee directors received retainer fees consisting of:

- Abase annual retainer fee of \$140,000, \$70,000 of which was automatically deferred into common stock equivalent unit awards
- An additional cash annual retainer fee of \$10,000 for each committee chair

The board has established an annual retainer fee of \$300,000 for the independent chairman, half of which is automatically deferred into the common stock equivalent account in the deferred compensation plan for directors. These amounts will be paid to the director in cash only after the director retires from the board, based on the value of the company stock at that time. The independent chairman may also defer the remaining fees paid to him and he has chosen to defer these fees into the common stock equivalent account as well.

For more information about the company's compensation programs, including departure arrangements, see the [Notice of 2010 Annual Meeting of Shareholders and Proxy Statement](#).

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AVOIDING CONFLICTS OF INTEREST


Our board of directors is bound by our business ethics core policy and code of ethics, as are our officers and employees. The code explicitly addresses conflicts of interest and the consequences of noncompliance. The board also has adopted a policy regarding related party transactions, which defines specific areas that could result in conflicts of interest and procedures for reviewing these transactions.

In addition, the board of directors has documented its governance practices in the Corporate Governance Guidelines. The guidelines cover board functions and operation, company operations, board organization and composition, and board conduct—including ethics and conflicts of interest. View [governance policies and guidelines](#) in the investors section.

The corporate governance committee takes a leadership role in shaping the governance of the corporation and provides oversight and direction regarding the operation of the board of directors. The committee regularly reviews recommended corporate governance practices and advises the board to adopt practices that the committee considers to be best practices. As a result, the company's bylaws clarify that a director must stand for election at the next annual shareholders' meeting if the director was appointed to fill a vacancy on the board. It also recently amended the board charter to require a director to submit a letter of resignation for consideration by the governance committee if the director changes his or her principal occupation. For more information, see the [Notice of 2010 Annual Meeting of Shareholders and Proxy Statement](#).

Last updated June 17, 2010.

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PREVENTING CORRUPTION AND BRIBERY

Weyerhaeuser is committed to obeying the law in all countries where we do business. We have adopted policies and standards for ethical conduct to ensure that we comply with the U.S. Foreign Corrupt Practices Act and similar anti-corruption laws in each country where we do business.

We regularly train employees using anti-bribery training modules. Our contracts and purchasing policies require agents, contractors, suppliers, service providers and joint-venture partners to comply with our Foreign Corrupt Practices Act policies and standards as well as all statutes and regulations regarding corruption and bribery.

For information about our issue resolution process, see [Ethics](#) in this section.

Last updated April 16, 2010.

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INTERNAL CONTROLS

To help ensure that shareholders receive accurate financial information, the Sarbanes-Oxley Act of 2002 requires public companies to assess their internal control structures and procedures for financial reporting and to disclose any material weakness in these controls. Our assessment is audited by an independent public accounting firm. The first report, which was due for the 2004 fiscal year, concluded our internal controls were effective and identified no material weaknesses. Subsequent reports for each fiscal year since 2004, including 2009, also concluded that our internal controls were effective and identified no material weaknesses.

Last updated June 17, 2010.

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ETHICS AND BUSINESS CONDUCT

The reputation of Weyerhaeuser Company is greatly due to our heritage and our employees. For more than 100 years, Weyerhaeuser has been known as a company that leads with integrity.

To ensure we conduct business honestly and with integrity, all employees are expected to understand and follow our code of ethics, *Our Reputation: A Shared Responsibility*; to participate in ethics training on a regular basis; and to model and promote ethical behavior.

To report concerns or questions, anyone can call the company's EthicsLine at 800-716-3488 or use [Weyerhaeuser EthicsOnline](#), our web reporting tool. These tools, which are in compliance with international governmental requirements, are available anywhere in the world, in multiple languages, 24 hours a day, seven days a week.

For more information, please [e-mail us](#).

RELATED LINKS

[View our Ethics and Business Conduct Charter](#)

Last updated May 28, 2010.

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CODE OF ETHICS

Our first code of ethics, *Weyerhaeuser's Reputation, A Shared Responsibility*, was issued to managers in 1976. The code applies to all employees, officers of the company, and the board of directors. It is currently in its eighth edition and is issued to all employees. It is also available to customers, contractors, suppliers and the public.

The [code of ethics](#) explains the standards of conduct that employees are expected to follow. Topics covered include:

- Antitrust and competition laws
- Company assets
- Conflict of interest
- Corporate opportunities
- Employment expectations
- Employment issue resolution process
- Environmental responsibility
- Full and fair disclosure
- Gifts and entertainment
- Government affairs
- Government investigations, inspections and requests
- Human rights
- Inside information and insider trading laws
- Intellectual property
- International business conduct
- Protection of employee information
- Protection of third-party information
- Safety and health
- Suppliers, contractors and customers

Regular improvements are made to our Ethics and Business Conduct program, including eight revisions of our code of ethics to address new issues or clarify company policies. In addition to receiving the code, all employees participate in ethics training on a regular basis and are expected to role-model and promote ethical behavior.

A certificate of compliance is sent to all salaried employees, including top management, to audit compliance with the code of ethics, company policy and the law. New employees are introduced to our code of ethics as part of our orientation process.

Key ethics and business conduct accomplishments in 2009 include:

- We finalized revisions to the code of ethics, *Our Reputation: A Shared Responsibility*, for publication and distribution in 2010 (eighth edition).
- We developed companywide ethics training for rollout in 2010.
- We launched an automated New Employee Ethics Orientation process, which includes a new employee ethics training module.
- Weyerhaeuser was recognized in 2009 and in 2010 as one of the World's Most Ethical Companies by Ethisphere Institute. Its annual selection recognizes organizations that promote ethical business standards and policies. This award recognizes real and sustained ethical leadership within various industries.

Last updated April 16, 2010.

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ANTI-COMPETITIVE BEHAVIOR

For a description of current antitrust litigation involving the company, see the legal proceedings section in Note 16 of Weyerhaeuser's 2008 Form 10-K, filed with the Securities and Exchange Commission. Updated information may be found in [quarterly reports](#) filed with the SEC.

Last updated May 28, 2010.

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PARTICIPATING IN THE POLITICAL PROCESS

Weyerhaeuser participates in the political process to help shape public policy and legislation that have a direct effect on our company. This engagement is tied closely to our business strategies and is an important way to build and protect our license to operate. Our involvement includes coalition building, relationship building, advocacy, political contributions and grass roots activities.

Weyerhaeuser's reputation and relationships with government officials are extremely important assets, which contribute significantly to our success. Therefore, we are committed to maintaining and enhancing strong relationships with government officials through ethical, responsible and lawful actions.

COMPANY ACTIVITIES

Weyerhaeuser's involvement in the political process reflects the company's interests and not those of individual officers or directors. Public policy and legislative priorities are reviewed annually with senior business leaders as well as with the Corporate Governance Committee of the board of directors.

Political contributions reflect one dimension of participation in the political process. To ensure that we are in compliance with all applicable laws, Weyerhaeuser's political contributions are managed by Corporate Affairs, under a general delegation of authority from the company's general counsel. Prior approval for any contribution must be given by the appropriate Corporate Affairs senior manager. No contribution may be given in anticipation of or in return for an official act.

To advocate our position, the company relies on government affairs professionals, assisted by key managers and subject-matter experts. Only authorized employees and contract lobbyists may engage in lobbying activities, as defined by the appropriate jurisdiction, on behalf of the company. Such persons must comply with all applicable legal requirements.

All laws and regulations regarding in-kind contributions, use of corporate facilities and resources, independent expenditures, and gifts and ethics laws must be stringently followed. Employees may not offer, promise or give anything of value to any government official, employee, agent or other intermediary (either domestically or internationally) to influence the exercise of government duties.

No pressure in any form may be directed toward any employee to make any personal political contributions or to support or oppose any ballot measure, political party or the candidacy of any person.

EMPLOYEE ACTIVITIES

Weyerhaeuser strongly supports employee involvement in political affairs and encourages and supports lawful individual activities that involve political parties, candidates or issues.

Employees may communicate personal opinions to government officials. However, Weyerhaeuser employees may not use company stationery, the Weyerhaeuser name, work titles or other company resources, such as electronic media, copiers, phones or fax machines, to express personal opinions to government officials or to promote candidates. In addition, personal political contributions may not be reimbursed.

Weyerhaeuser encourages employees to register and exercise their right to vote.

Weyerhaeuser also may ask employees to communicate with public officials through the company website on important company issues.

Weyerhaeuser employees must comply with all laws, regulations and company policies regarding gifts to, and entertainment of, government officials.

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CAMPAIGN CONTRIBUTIONS

UNITED STATES

Political contributions reflect one dimension of participation in the political process. All of Weyerhaeuser's political contributions comply with applicable law, and require the prior approval of the law department and authorization of either the vice president of federal and international affairs or the regional public affairs director.

Weyerhaeuser sponsors a U.S. employee-funded Weyerhaeuser Political Action Committee which solicits voluntary contributions from eligible shareholders and employees. Decisions regarding contributions are controlled by an employee-based board of directors. These contributions are bipartisan and based on a variety of considerations. These pooled funds are used mainly to support candidates for the U.S. House of Representatives and the U.S. Senate. In some jurisdictions where Weyerhaeuser operates—North Carolina and Oklahoma—legally sanctioned WPAC funds are also used to support candidates for state elective offices.

In 2009, the Weyerhaeuser Political Action Committee contributed [\\$268,400](#) to federal candidates, committees and some state candidates. WPAC contribution reports are filed with the [Federal Elections Commission](#) and posted on its website.

Other states allow companies to contribute directly to campaigns for state and local offices and for ballot measures, a democratic process in which Weyerhaeuser participates. In 2009, Weyerhaeuser made political contributions of [\\$249,230](#) in the following states: [California](#), [Georgia](#), [Louisiana](#), [Maryland](#), [Mississippi](#), [Nevada](#), [Oregon](#) and [Washington](#). Reports of state and local contributions are filed as required at state and local levels.

CANADA

Lawful corporate donations to political parties are a recognized, legitimate and transparent part of Canadian governmental processes. Donations are made at only the federal and provincial levels of government and are publicly disclosed in accordance with reporting requirements in each jurisdiction where the company operates.

In 2009, Weyerhaeuser Company Limited, the company's Canadian subsidiary, contributed [CAN\\$22,410](#) to political parties or candidates in Canada.

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PUBLIC POLICY DISCOURSE

We belong to a variety of industry associations and public policy organizations that participate in the public debate about issues that are of interest to us. We review our membership in these associations annually. We encourage our managers who are engaged in these associations to take an active role to ensure the associations' priorities reflect the company's interests.

To advocate our positions, we rely primarily on Weyerhaeuser managers and subject-matter experts who are assisted by internal professionals. We follow both the letter and the spirit of the laws governing lobbying, with managers receiving regular training on current law and practices. In our lobbying efforts, we strive to work fairly and honestly with public officials at all levels.

ASSOCIATION PARTICIPATION

We participate in the following associations, among others:

- [American Council for Capital Formation](#)
- [American Forest Foundation](#)
- [American Wood Council](#)
- [Business Industry Political Action Committee](#)
- [The Business Roundtable](#)
- [Emergency Committee on American Trade](#)
- [Forest Products Association of Canada](#)
- [Forest Resources Association](#)
- [Leading Builders of America](#)
- [National Association of Forest Owners](#)
- [National Association of Home Builders](#)
- [National Association of Manufacturers](#)
- [National Hardwood Lumber Association](#)
- [National Lumber and Building Materials Dealers Association](#)
- [U.S. Climate Action Partnership](#)
- [World Business Council for Sustainable Development](#)

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ISSUES IMPORTANT TO WEYERHAEUSER

Weyerhaeuser policy teams monitor public policy issues that affect the business climate and coordinate company actions to understand and engage in public discourse. Issues of particular importance to Weyerhaeuser include:

- Energy policy, including the role of biomass in renewable energy policies and rates levied by the Bonneville Power Administration
- Taxation of timberlands in the United States
- Climate policy, including impacts on manufacturing costs and positive recognition of sequestered carbon in forests and forests products
- Green building programs, standards and recognition for the sustainable attributes of wood products
- Housing policy that helps return market stability and encourages homebuyers to re-enter the market
- Conservation of and access to the boreal forest and protection of caribou in Canada
- Softwood lumber trade between the United States and Canada

RELATED LINKS

[Learn more about issues important to Weyerhaeuser](#)

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EXTERNALLY ENDORSED PRINCIPLES

ENDORSEMENT OF EXTERNAL PRINCIPLES

Weyerhaeuser has voluntarily endorsed the following external initiatives:

Initiative	Adopted	Applicability	Multistakeholder Involvement
International Conference of Forest Products Association's Principles on Sustainability	2006	Global	No
Business Roundtable Social, Environmental, Economic (S.E.E.) Change	2005 – founding member	United States	No
Institute for Supply Management™ Principles for Social Responsibility	2005	Global	Yes
World Business Council for Sustainable Development Sustainable Forestry Principles	2005	Global	Yes
Sustainable Forestry Initiative Principles	2001	United States	Yes
ISO 14001 Environmental Management System Standard	1998	Global	Yes

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Weyerhaeuser provides society with products that meet high environmental standards. As a leader in the forest products industry for more than 100 years, we welcome the responsibility to incorporate sound environmental objectives in our practices.

Within democratic society, there will be debate about what constitutes sound environmental objectives. We are committed to continuous improvement of our practices and are open to change based on the best available science.

We engage in meaningful and respectful dialogue with others to ensure the continued well-being of the forest ecosystem. We must listen to others—even those who are critical of what we do. At the same time, we encourage our critics to engage in meaningful and civil dialogue. The well-being of our forests is too important to be reduced to sound bites, single-cause approaches, or dialogue between only two parties.

By working together, we believe we can find common ground to the complex issues of our day.

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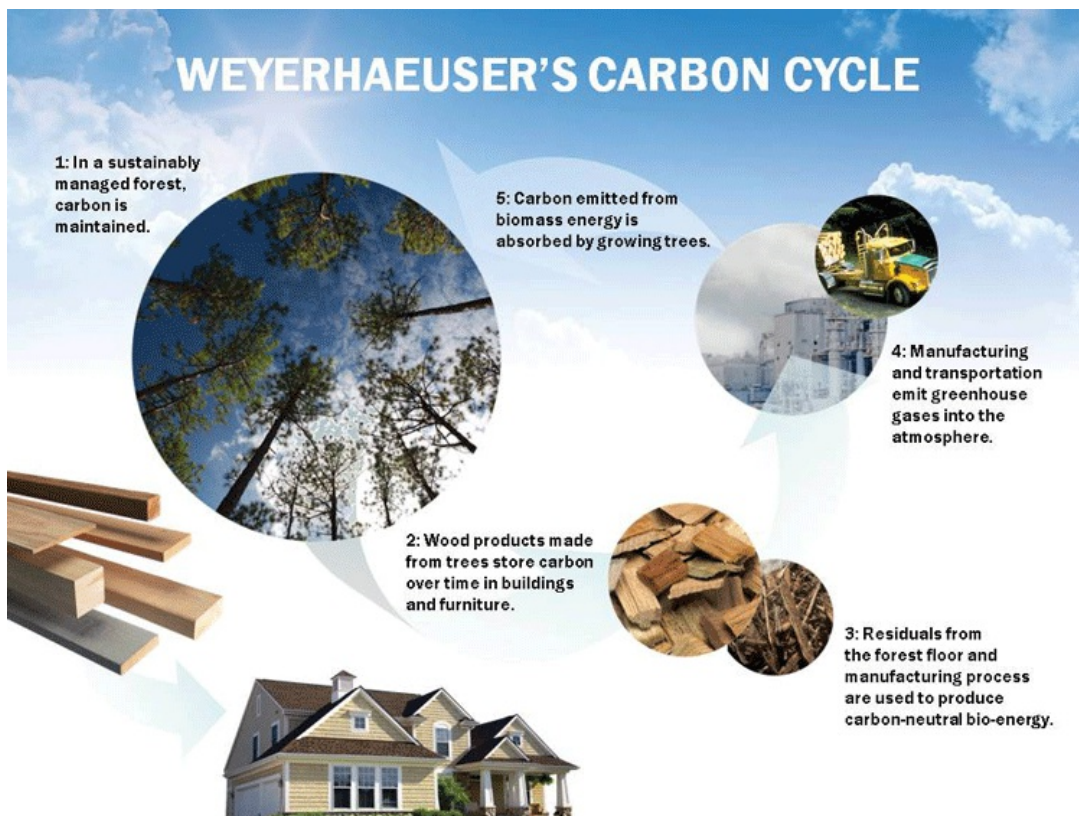
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BIOMASS

Weyerhaeuser grows and manages an abundant, renewable resource – biomass from our sustainably managed forestlands. This biomass should be a key element of the country's renewable energy strategies.

Unlike fossil fuels, which emit carbon into the atmosphere from geologic sources that are not renewable, carbon associated with the combustion of biomass is part of a natural cycle that maintains a carbon balance by removing emitted carbon from the atmosphere through photosynthesis and storing it in plants, trees and soil. This balance is reflected in widely-accepted science acknowledging that the combustion of wood biomass for energy in countries with increasing forest inventories (like the United States, for example) does not increase atmospheric carbon.



This biomass fuel source helps reduce our dependence on fossil fuels and contributes to the reduction of greenhouse gas emissions. We produce renewable energy at our operations from biomass such as bark, wood residuals, and wood extractives from pulping. Overall at Weyerhaeuser, biomass fuels supply about 74 percent of the energy needs for our manufacturing facilities. In some cases, we sell this biomass-based energy to the market. We are leaders in the use of highly efficient co-generation, such as combined heat and power, which is much more efficient than stand-alone generation.

Weyerhaeuser has partnered with Chevron to form Catchlight Energy, a joint venture company focused on developing cellulosic biofuel from non-food sources. The joint venture will research and develop technology for growing and converting cellulose-based biomass into economical, low-carbon biofuels.

We are also [exploring opportunities](#) for other materials that could be developed from renewable biomass, including carbon fibers, textiles and materials that could replace many fossil-fuel based substances.

RELATED LINKS

[Learn more about Catchlight Energy and renewable energy](#)

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BOREAL FOREST

The boreal (or "northern") forest is a vast area stretching through Canada, Alaska, Norway, Sweden, Finland and Russia. It is home to the world's largest populations of caribou, wolves, grizzly bears and lynx. It is also the breeding ground for an estimated one-third of North America's land birds and 40 percent of its waterfowl. About 70 percent of the boreal forest remains undeveloped.

The Canadian boreal includes a rich variety of grasslands, tundra, rocky outcrops and extensive wetlands. In addition, three-quarters of Canada's forest is in the boreal, dominated by hardy coniferous trees well suited to the short growing season, cold winters and fire cycles.

MANAGING CANADA'S BOREAL FOREST IS A PUBLIC AFFAIR

Most of Canada's forests are publicly owned. Weyerhaeuser licenses forest land from provincial governments for renewable terms of 20 to 25 years. As of April 2010, Weyerhaeuser holds licenses to roughly 13.2 million acres (5.35 million hectares) of forestland in Canada. About 12.2 million acres (4.93 million hectares) is within the boreal forest. Although Canadian provinces are ultimately responsible for the management of the boreal forest, in reality, both industry and governments work together to develop forest management plans. Forest research is another area where governments and industry work together to improve and better understand the boreal forest, and in many areas the hands-on management of forests is carried out by companies such as Weyerhaeuser. Provincially approved forest management plans are prepared in consultation with others, including aboriginal and local communities, tourist outfitters, trappers, anglers and hunters, as well as other industries such as oil, gas and mining. Forest management plans represent the balancing of multiple objectives, including sustainable forest management, economic benefits and conserving ecological values.

After producing wood products for the benefit of communities and the economy for more than a century, 91 percent of Canadian land that was originally forested continues to support a growing forest. This is a higher percentage than in any other forested nation. Canada also has the largest area of protected forest in the world, including 69 million acres (28 million hectares) of the boreal forest. Approximately 8 percent of Canada's forest is protected by legislation while roughly 40 percent of the total landbase is subject to different degrees of protection such as integrated land use planning, or defined management areas such as certified forests.

FIRE IS A DOMINANT FORCE IN THE BOREAL FOREST

The boreal forest is subject to frequent and large natural disturbances. These include insects and disease, but the primary force is fire, which regularly burns large areas of the boreal.

Because fire is such a common feature, few boreal forest stands reach 200 years in age. Trees in the boreal are nowhere near the size of their coastal counterparts. In fact, Taiga—the word sometimes used by scientists to describe the boreal ecosystem—is a Russian word meaning "land of little sticks." In some areas of the boreal, mature trees are often less than 6 inches (15 centimeters) in diameter. Larger trees, usually in southern areas around water, may reach up to 24 inches (60 centimeters) in diameter.

WE HARVEST LESS THAN ONE PERCENT

Weyerhaeuser's 2009 harvest in the boreal forest was 0.2 percent of the forest area we manage. We strive to harvest in a way that emulates natural disturbances such as fire. For example, we leave variable edges and clumps of trees in harvested areas. We also leave buffer strips of trees along scenic routes and streams, lakes, other water bodies and additional ecologically sensitive areas.

After harvest, we take three approaches to reforestation: planting seedlings, spreading seed, and leaving trees to drop seed or sprout from roots. For example, black spruce and jack pine will come back quickly from seeds alone, whereas white spruce requires planting of young seedlings. White spruce seedlings are grown for a year in greenhouses before being planted in harvested areas. Birch regenerates naturally with sprouts from the stump.

WILDLIFE ARE CONSIDERED IN FORESTRY PLANNING

Most bird and animal populations in the boreal continue to thrive notwithstanding wildfires and timber harvests. Different creatures prefer different habitats. Some species move out of an area after fire or harvest, while others—preferring open areas and young plant growth—move in. Wolves, Grizzly Bear, moose and elk are examples of animals that prefer forest clearings and shrub-covered areas.

Some species require special attention. Woodland caribou, a threatened species in Canada, feed on lichen in the older-aged boreal stands and require large areas of forest. In 2004, we began a five-year voluntary deferral of timber harvest on 202,000 acres (82,000 hectares) used by caribou in Alberta. This deferral allowed time for Weyerhaeuser, governments and others to conduct research and develop caribou recovery plans. Mountain pine beetle infestations have presented a new threat, and Weyerhaeuser's revised plan to address the pine beetle continues to incorporate caribou needs. Harvesting strategies to reduce the risk of mountain pine beetle are expected to have minimal impact on important zones within caribou habitat.

JOINING FORCES TO CONSERVE BOREAL WETLANDS

On May 18, 2010, the [Forest Products Association of Canada](#) announced a Canadian Boreal Forest Agreement, a joint undertaking between FPAC members and a number of environmental nongovernmental organizations. The agreement is intended to be a nationally and globally significant precedent for boreal forest conservation and forest-industry competitiveness.

Weyerhaeuser is a longtime member of FPAC; has operations in Alberta, Saskatchewan and Ontario that are in the boreal forest; and adheres there to some of the highest forest practice standards in the world. We did not participate directly in the negotiations but support the agreement's aim of balancing the economic, social and environmental aspects of the forest and are one of the forest products companies that have agreed to sign it.

The CBFA is designed to achieve six strategic goals:

- World-leading on-the-ground sustainable forest management practices based on the principles of ecosystem-based management, active adaptive management, and third-party verification
- The completion of a network of protected areas that, taken as a whole, represent the diversity of ecosystems within the boreal

region and serve as an ecological benchmark

- The recovery of species at risk within the boreal forests, including caribou
- Reducing greenhouse gas emissions over the full life cycle from the forest to the end of product life
- Improved prosperity of the Canadian forest sector and the communities that depend upon it
- Recognition by the marketplace (e.g., customers, investors and consumers) of the CBFA and its implementation in ways that demonstrably benefit FPAC members and their products from the boreal

All of the signatories to the Canadian Boreal Forest Agreement, including Weyerhaeuser, have pledged to work together and with all levels of government to find a workable balance among the needs of forest-dependent communities and the social and environmental attributes of the boreal. We plan to participate fully in the implementation of this ambitious initiative in a manner that respects all interests in the boreal.

For several years, Weyerhaeuser has also been working alone and with partners such as Ducks Unlimited Canada to support habitat and wildlife conservation efforts.

Weyerhaeuser has been supporting several boreal conservation projects, such as the development of science-based tools to identify priorities for conservation. Identifying sensitive areas and adapting forest-management policies require public support and government action, so Weyerhaeuser is also working to engage governments, communities and indigenous peoples in these efforts.

In 2006, Weyerhaeuser and Ducks Unlimited Canada agreed to jointly fund and conduct research focused on waterfowl and wetland bird habitat on Weyerhaeuser-managed lands in Alberta.

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CLIMATE CHANGE

In 2006, we committed to reduce greenhouse gas emissions 40 percent by 2020 using a 2000 baseline. Our primary path to achieve this goal is by deriving more energy from carbon-neutral biomass to meet the needs of our manufacturing operations.

The result is a positive for shareholders and sustainability. Shareholders benefit from lower energy costs, and the environment benefits from lower emissions of greenhouse gases. When biomass such as wood is combusted for energy, it releases back into the atmosphere carbon dioxide that the trees had absorbed from the atmosphere during their growth. Therefore, by deriving the majority of our energy from biomass rather than fossil fuel, we avoid releasing additional carbon dioxide.

Our management strategies and processes in place guide progress toward our GHG reduction goal. They include:

- Evaluating the GHG emissions from proposed energy-related investments
- Optimizing both the use of biomass fuels and co-generation systems to meet mill energy needs
- Improving energy efficiency in our manufacturing processes

Greenhouse Gas Reduction ▼
Forest Management Practices Contribute Positively ▼
Greenhouse Gas Reporting Rules ▼
Climate Change Policy ▼
Involvement in Policy Initiatives ▼
Financial Implications, Risks and Opportunities ▼

GREENHOUSE GAS REDUCTION

Our efforts are reducing Weyerhaeuser's greenhouse gas emissions footprint. Our direct emissions include the sum of our emissions at all of our manufacturing facilities plus transportation fleets owned or operated by Weyerhaeuser. Direct emissions in 2009 were 1.7 million metric tons, which was 270,000 metric tons less than in 2000, our base year. This is a decrease of 13 percent. As in 2008, our 2009 GHG direct emission reductions primarily came from the combined effect of operations consolidation in our higher efficiency mills, and lower levels of production. Our indirect emissions estimated from purchased electrical power have fluctuated since 2000. In 2009, our indirect emissions were approximately 20 percent less than in 2000.

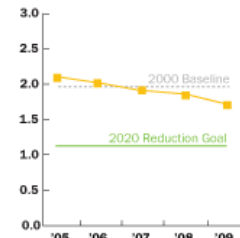
At a 13 percent reduction compared to 2000, we have made real progress, but not on our original trajectory. When we adopted our greenhouse gas reduction commitment in 2006, we stated that it assumed a comparable business portfolio. Since that time, our business portfolio has changed significantly with the divestment of our fine paper operations and related assets in March 2007 and the sale of our containerboard, packaging and recycling business in August 2008. These businesses represented a significant portion of our manufacturing operations. In accordance with the Greenhouse Gas Protocol, emissions from divested facilities are removed from the base year and subsequent years. As a result of these divestitures, our 2000 baseline changed from 7.1 million metric tons CO₂e to 1.98 million metric tons CO₂e. While these transactions removed several high greenhouse gas-emitting operations from our manufacturing portfolio, they also removed several projects that had increased efficiency and utilization of biomass energy. Our commitment to reduce greenhouse gas emissions has not waived, but given this strategic shift in our company structure, we will reevaluate our progress and our original goal during 2010 to determine whether adjustments are needed.

Measured in terms of intensity (GHG emissions per metric ton of production), our direct greenhouse gas emissions in 2009 increased compared to previous years, primarily due to the inefficiencies of mills operating at reduced capacity with lower production than in previous years.

Our greenhouse gas inventory process adheres to the guidelines published by the Greenhouse Gas Protocol Initiative's Greenhouse Gas Protocol, Revised Edition, and its associated calculation tools that are relevant to our operations. The initiative is a multi-stakeholder partnership convened by the World Business Council for Sustainable Development and the World Resources Institute. Following guidance in this protocol, adjustments to the baseline year and subsequent years' data have been made on a whole-year basis for divestments and acquisitions affecting our greenhouse gas inventory. The absolute value (reported in metric tons CO₂e) of our entire GHG emission inventory can change as a result of these adjustments. In accordance with the Greenhouse Gas Protocol, emissions from divested facilities are removed from the base year and subsequent years.

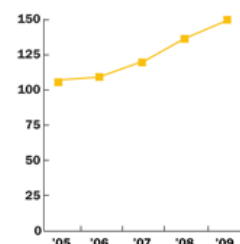
DECLINE IN DIRECT GREENHOUSE GAS EMISSIONS

(In million metric tons CO₂e)



GREENHOUSE GAS INTENSITY

(In kilograms CO₂e per metric ton of production)



GREENHOUSE GAS EMISSIONS

In million metric tons CO₂e

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Direct GHG emissions	1.98	2.10	2.25	2.41	2.16	2.11	2.02	1.91	1.86	1.71
Indirect GHG emissions	1.23	1.27	1.68	1.79	1.92	1.89	1.84	1.49	1.37	0.97

FOREST MANAGEMENT PRACTICES CONTRIBUTE POSITIVELY

Because forests both sequester and release carbon in unequal amounts over time, forest carbon reporting has special accounting issues. The rate of forest carbon sequestration is subject to seasonal variation, annual variation due to climate and disturbance impacts, age-related variation due to the natural cycle of tree growth, and effects from forest management practices such as fertilization and harvesting. The U.S. Department of Energy 1605(b) guidelines do not distinguish between production and non-production lands but affirm that sustainably managed forests balance harvest and growth cycles over time and landscape and can be considered carbon neutral.

Although these processes are complex, there are certain trends that can be estimated across a large landscape. We have taken a conservative approach to estimating the standing stock carbon sequestered on our lands. Only afforestation is included in our GHG inventory as areas that sequester carbon. The estimates we make for these sequestration activities are based on conservative assumptions of carbon growth on these lands and do not reflect field measurements. During 2009, these lands accounted for 670,000 metric tons of sequestered CO₂.

FOREST PRODUCTS SEQUESTER CARBON

Some of the carbon stored in trees harvested from sustainably managed forests is captured in our products, limiting the amount of carbon dioxide in the atmosphere. Wood products store carbon during their useful life. We use a third-party 100-year-decay method for quantifying this long-term forest-product carbon sequestration, which for 2009 indicates that we totaled 5.1 million metric tons of product-sequestered CO₂. The reduction in our product sequestration total compared to previous years is largely due to curtailments in manufacturing due to economic conditions.

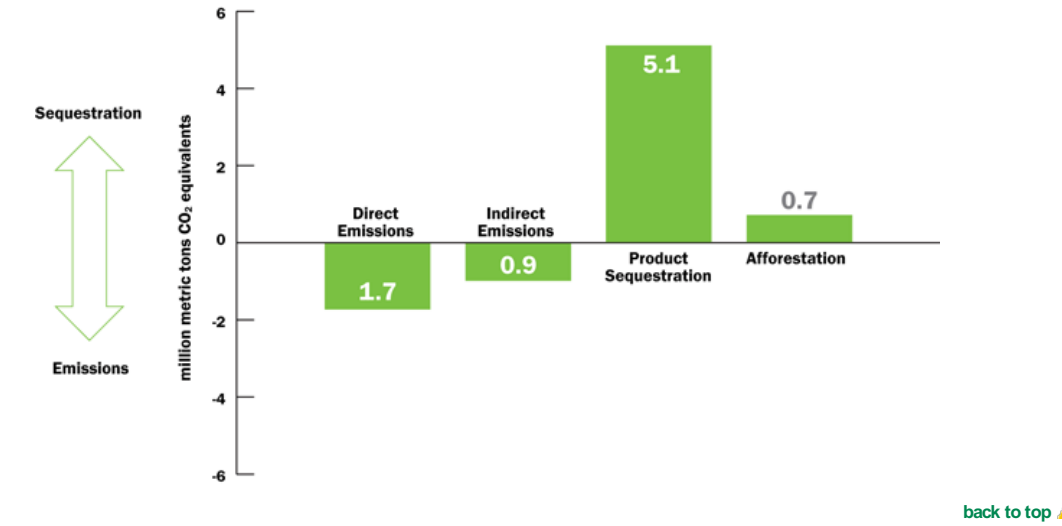
5.1
Million metric tons of product-sequestered CO₂ in 2009

OUR NET 2009 INVENTORY

We sequestered approximately 5.8 million metric tons of carbon dioxide in our forests and products in 2009. We reduced this amount by our direct emissions and by 0.1 million metric tons of CO₂ reflecting a GHG emissions debit for the sale of 139,974 "Green Tags." In sum, during 2009 we sequestered greater than 3 times more carbon dioxide than we directly emitted and accrued by green tag trades, effectively removing approximately 4.0 million metric tons of CO₂ from the atmosphere.

These estimates of emissions and sequestration represent our corporate net carbon inventory. Our inventory does not include upstream or downstream emissions not owned or controlled by Weyerhaeuser. Although some of these amounts may be eligible as carbon credits under future regulation, they should not be considered so at this time. Weyerhaeuser has not yet to date engaged in any forest or wood product carbon offset projects. In 2009, Weyerhaeuser generated about 155,000 Emission Performance Credits (EPC) in Alberta after our Grande Prairie cellulose fibers mill surpassed their legislated greenhouse gas reduction requirements.

Our manufacturing and forestry operations sequestered more than they emitted in direct emissions by about 4.0 million metric tons CO₂. Indirect emissions are also shown for reference.



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GREENHOUSE GAS REPORTING RULES

Weyerhaeuser operations are subject to several federal, state and provincial greenhouse gas reporting rules. All Weyerhaeuser facilities subject to GHG reporting rules are currently in compliance with requirements. On October 30, 2009, EPA published the "Mandatory Reporting of Greenhouse Gas" rule. Weyerhaeuser facilities subject to the EPA rule have implemented measuring and monitoring systems to comply with the EPA's requirements.

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CLIMATE CHANGE POLICY

We believe that public policies that are based on sound science, set forth clear objectives and standards of performance, and leverage free market economics can achieve beneficial change with respect to energy security and greenhouse gas emissions. We support a long term, economy-wide framework that harmonizes with other regional and international climate change initiatives.

Weyerhaeuser believes that the best way to reduce greenhouse gas emissions is legislation that regulates and values carbon using market based mechanisms that include cap-and-trade. Future policies should include these key components:

- Expand the definition of "renewable biomass" to broadly recognize renewable biomass feedstock resources, including energy crops grown on forestlands.

- Recognize the carbon dioxide emissions resulting from the combustion of biomass and biomass derived fuels as carbon neutral.
- Distribute carbon emission allowances to covered sectors at no cost to ensure that energy intensive manufacturers are not at a competitive disadvantage in international markets.
- Include a robust domestic and international offset program which recognizes and allows credits for the sequestration and storage of carbon through reforestation, afforestation, avoided deforestation, harvested wood products, and forest management projects.
- Incent and recognize combined heat and power cogeneration facilities for their inherent energy efficiency capacity.
- Recognize the forest products industry's existing investment in renewable energy in a federal Renewable Electricity Standard.
- Provide credit for early actions that reduce GHG emissions or increase sequestration of atmospheric carbon dioxide taken over the past decade.

On May 13, 2010, the U.S. Environmental Protection Agency issued a final rule for stationary sources of greenhouse gases. The tailoring rule phases in EPA regulation of greenhouse gas emissions by modifying Congressionally established emission thresholds under the Clean Air Act. Unfortunately, in the rule, EPA included emissions from combustion of biomass and biomass-derived fuels in the threshold calculation. This is the first ruling by EPA that does not recognize biomass as carbon neutral, which is the accepted international protocol by the U.N. Intergovernmental Panel on Climate Change, European Union Emission Trading System, and even many other EPA and Department of Energy programs.

Weyerhaeuser is opposed to EPA's recently finalized PSD tailoring rule, as it regulates carbon-neutral, biomass-derived emissions in the same manner as fossil fuel emissions. Weyerhaeuser strongly supports Congressional action on climate and energy legislation, as this approach is preferable to regulations of greenhouse gas emissions under the Clean Air Act.

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INVOLVEMENT IN POLICY INITIATIVES

In early 2010, we joined the U.S. Climate Action Partnership, which is a [group of businesses and environmental organizations](#) that have come together to call on the federal government to quickly enact strong national climate and energy legislation to require significant reductions of greenhouse gas emissions. Weyerhaeuser is also one of sixty companies pilot testing the two new GHG Protocol standards – the [WRI/WBCSD Product Life Cycle Accounting and Reporting Standard](#) and the [Scope 3 \(Corporate Value Chain\) Accounting and Reporting Standard](#).

We support and are actively involved in national and international climate change policy initiatives, including:

- U.S. Climate Action Partnership
- The Forest Products Association of Canada's discussions with Canadian officials to develop equitable, balanced approaches to meet Canada's commitments under the Kyoto Protocol
- The Business Environmental Leadership Council for the Pew Center on Global Climate Change
- The World Business Council for Sustainable Development Energy & Climate focus area core team
- The U.S. Business Roundtable's Climate Resolve and S.E.E. Change programs
- The Washington State Climate Action Task Force
- The Forest Climate Working Group
- The Western Climate Initiative
- The Forest Carbon Standards committee, accredited by the American National Standards Institute (ANSI)
- Energy Intensive Manufacturers Working Group

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FINANCIAL IMPLICATIONS, RISKS AND OPPORTUNITIES

We recognize that climate change poses both potential risks and opportunities, and we have strategies in place to address these challenges and capture future opportunities. We closely monitor developments in the area of carbon markets and are developing our capability to assess the opportunities and risks of participating in those markets in the future. Given our commitment to reduce greenhouse gas emissions 40 percent by 2020 relative to our 2000 emissions, we anticipate that we will be well positioned to respond to and comply with future governmental requirements to reduce emissions.

Our operations are largely based in countries that have yet to implement mandatory programs for reducing greenhouse gases. Some countries, such as Canada and Uruguay, have adopted the Kyoto Protocol; the United States has not. But in all cases, public policy is moving toward adopting a mandatory approach to address the challenges of climate change through programs that will likely require the reduction of GHG emissions. We have designed our climate change strategy to meet likely future regulatory obligations. There are, however, other risks that may be related to climate change.

ADAPTABILITY OF FOREST OPERATIONS

Severe weather or other natural events capable of affecting the company's assets—standing timber and manufacturing facilities—have long been at the core of our business risk management practices. We manage our timberlands for a variety of risks, including losses from storm blow-down, pest infestation, fire and drought. We locate our forestlands in geographies which experience manageable incidence rates of storms, drought and fire. We use regionally-adapted sustainable forest management practices to reduce the effects of drought on regeneration, and we use thinning to reduce the potential effects of drought and insect attack. We also plant our forest lands with tree species and varieties that are best able to withstand the regional extremes in climate that can occur over the multidecade growth period for forests.

We continue to build on over five decades of long-term growth and yield research to understand growth trends over time and their relationship to local and regional climate. This information forms a basis for adaptive management planning tools to address possible shifts in our growing environment. We have invested in on-going monitoring of our plantations that can provide an early indication of change in adaptation and reforestation success. Our bio-mathematical models of tree growth in response to growing environment, climate, and cultural practices enable us to assess possible vulnerabilities to shifts in climate that may affect our forests.

We regularly update our forest timber inventories, growth projections, harvest schedules and planting activities to account for potential and actual annual losses from extreme weather. Logging and replanting schedules are also adjusted to account for weather-induced conditions that could delay either activity. In making these adjustments, we are able to draw on more than 100 years of silvicultural research and experience, as well as the most up-to-date statistical methods to quantify these risks by region.

RELATED LINKS

[Forest Day: U.N. Climate Change Conference 2009 Remarks \(video\)](#)

[Forest Day: U.N. Climate Change Conference 2009 Remarks \(text\)](#)

[Read our brochure about Weyerhaeuser's commitment and key actions to address climate change.](#)

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COMPANY STRUCTURE

On Dec. 15, 2009, Weyerhaeuser's board of directors announced that [conversion to a real estate investment trust](#) would best support our commitment to deliver superior returns with sustainable land and forest solutions. The board has not set a date for conversion to a REIT, but the earliest and most likely date would be for the year 2010.

The board of directors and senior management team believe electing REIT status is the best way to position Weyerhaeuser for long-term growth and success. The conversion would allow us to be a more tax-efficient and competitive owner, manager and buyer of timberlands. Conversion is possible with our existing business mix of Timberlands, Wood Products, Cellulose Fibers and Real Estate.

Conversion to a REIT will not change our commitment to meeting a broad range of sustainability goals.

SHAREHOLDER APPROVAL

By the end of the year of conversion, we must issue a special, taxable dividend to stockholders of our undistributed earnings and profits. As of the beginning of 2010, we expect our earnings and profits to total just under \$6 billion.

At our annual meeting on April 15, 2010, shareholders gave Weyerhaeuser their approval to issue a significant number of shares to enable the payout of earnings and profits in conjunction with our conversion to a REIT.

To make sure we have enough shares of common stock to payout the earnings and profits, shareholders also approved an amendment to our articles to increase the number of authorized common shares.

Shareholders also approved an amendment to our articles to impose ownership restrictions on shares of our common stock to facilitate our qualification for REIT status.

Last updated May 28, 2010.

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FOREST CERTIFICATION

Weyerhaeuser has chosen to maintain a Timberlands environmental management system that aligns with the ISO 14001 standard, but is not third-party certified. Weyerhaeuser's North American Timberlands have been third-party certified since 2001. After a several-month review in 2008, we determined we could maintain a robust environmental management system by:

- Clearly identifying how our EMS will align with the ISO 14001 standard
- Completing annual internal audits of the EMS
- Ensuring accountability by reviewing the internal audit results and follow-up actions items with top management

We remain committed to our long history of forest stewardship and will maintain our third-party certified, sustainable forest management certification. All of our timberlands in North America are certified to the Sustainable Forestry Initiative standard. We will continue to comply with all laws, regulations and company policies that guide our forest management activities.

In Uruguay and China, we will certify to appropriate national standards based on availability and customer need. See our [Certification Standard](#) for more information on our forestry management and certification systems.

Our certified status exceeds the averages for North America (38 percent) and Western Europe (53 percent), the two regions with the highest percentage of certified forests.

[Manufacturing Facilities](#) ▼

[What Certification of Our Procurement Systems Says About Our Products](#) ▼

[Five Plants Meet SFI Chain-of-Custody Standard](#) ▼

WEYERHAEUSER EXCEEDS THE NORTH AMERICAN AND GLOBAL AVERAGES FOR CERTIFIED FORESTS

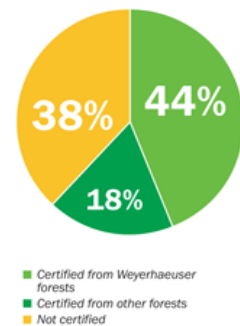
Certified forest as a percentage of total forests by region¹



¹ UNECE/FAO Forest Products Annual Market Review, 2006-2008

62 PERCENT OF OUR NORTH AMERICAN LOG AND CHIP SUPPLY COMES FROM CERTIFIED FORESTS

Certified forests as fiber sources for Weyerhaeuser manufacturing facilities in North America



MANUFACTURING FACILITIES

All of our mills in the United States that use logs or wood chips as their raw material are independently certified as meeting the procurement provisions of the Sustainable Forestry Initiative standard. This includes all primary facilities—that is, those using logs or chips to produce pulp, paper, lumber, plywood and oriented strand board. In addition, all of our secondary manufacturing plants meet the fiber-sourcing provisions of the SFI standard. These certified product lines include I-joist, Parallam, Mccollam, and Shear Brace. All of our mills in Canada are independently certified as meeting the chain-of-custody requirements of the PEFC and SFI standard and the procurement provisions of the SFI standard.

[Find a list of our certified timberlands and manufacturing facilities.](#)

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WHAT CERTIFICATION OF OUR PROCUREMENT SYSTEMS SAYS ABOUT OUR PRODUCTS

- **We know the areas our wood comes from and the type of supplier**, whether they are certified forests owned by major timberland owners, small family forests, sawmills that supply residual chips, wood dealers or provincial governments in Canada. We can identify the percentage and source of certified content in our products.
- **We use independent auditors**. Auditors of the SFI and PEFC standards must be accredited by the American National Standards Institute or the Standards Council of Canada. The SFI standard itself is governed by an independent board with equal representation from environmental organizations, the forest products industry, and the broader forestry community. PEFC is a global umbrella organization for the assessment of and mutual recognition of national forest certification schemes developed in a multi-stakeholder process. All standards provide for public consultation.
- **The SFI standard, unique among certification systems, requires manufacturers to reach out to family forest owners and educate them about sustainable forestry**.
- **We require the use of best management practices by our log suppliers**. These practices, developed state by state, specify proper techniques for protecting watersheds and riparian areas.
- **We promote sustainable forestry practices among those owners who have not yet pursued certification**. In the United States, nearly half of our fiber comes from family forest owners for whom formal certification is a major hurdle.
- **We encourage the use of professionally trained loggers**. In the U.S., 97 percent of our manufacturing facilities' raw material is harvested and delivered by professionally trained loggers.

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WEYERHAEUSER EXPANDS SFI AND PEFC CHAIN-OF-CUSTODY CERTIFICATION

The following Weyerhaeuser manufacturing facilities have adopted the SFI/PEFC chain-of-custody standard:

- Grande Prairie, AB pulp mill
- Grande Prairie, AB sawmill
- Drayton Valley, AB sawmill
- Princeton, BC sawmill
- Hudson Bay, SK OSB mill
- Edson, AB OSB mill

- Kenora, ON Timberstrand mill
- Eugene, OR hemlock mill
- Longview, Wash., liquid packaging, pulp (SFI only)
- NORPAC, Wash., paper products (SFI only)

Under the standard, wood from certified forests used to make these products is tracked through each stage of production from the forest to the end product. The chain-of-custody provision allows more precise claims about certified content.

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GENETIC ENGINEERING

Weyerhaeuser operates seed orchards where we use the traditional techniques of selection and cross-pollination to produce seeds that grow superior trees. We grow seedlings in our own nurseries as well as purchase seedlings from others. We also use varietal seedlings, often referred to as clones. These varietal seedlings have genes that are all from the natural population of the species. Use of varietal seedlings is commonplace in the Southern Hemisphere and is increasing in the U.S.

Weyerhaeuser does not grow genetically engineered trees. Genetically engineered plants are regulated by law, and no genetically engineered forest tree has been approved for commercial use in the countries where we operate. We support continued scientific research to understand the benefits and risks, and to ensure safeguards are in place if and when genetic engineering is used in commercial forestry.

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GREEN BUILDING

Green building focuses on how effectively structures and the sites they are built on use energy, water and materials. This includes every step of the building process, as well as ongoing requirements during a structure's life.

The goal is to enhance human health and the environment by focusing on site selection, building design, construction methods, operating systems, maintenance and waste.

Environmental profiles and life-cycle assessments are common methods for comparing environmental performance among green building materials. These methods rely on accurate and detailed data gathered during the course of a product's life.

Weyerhaeuser provides [product environmental profiles](#) that are updated annually. This is a cradle-to-gate method of analysis, which means it examines the environmental effect of raw material extraction through production to the point of shipment from the manufacturing facility.

[Life-cycle assessments](#) provide a cradle-to-grave analysis by determining the total environmental effect from resource extraction to conversion for finished use, to demolition and disposal. While we do not regularly conduct life-cycle assessments for our products, we have provided lifecycle assessment data to the U.S. Life-Cycle Inventory database, and we support organizations and consortiums that do conduct life-cycle assessments on the types of products we make.

Independent reviews of these life-cycle assessments show that wood requires less energy to produce and provides better insulation from cold and heat than alternative materials. The Consortium for Research on Renewable Industrial Materials found that in a typical home, wood construction offers the following advantages:

- 17 percent less energy needed than steel
- 16 percent less energy needed than concrete
- 26 percent less greenhouse gases generated than steel
- 31 percent less greenhouse gases generated than concrete

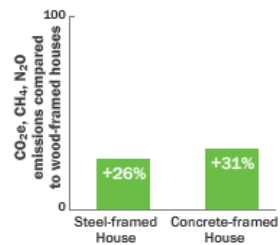
Wood also generated fewer air pollutants.

Additionally, Weyerhaeuser's wood products are made from trees harvested from forests certified by third parties as sustainably managed. These wood products store carbon during their useful life, limiting the amount of carbon dioxide in the atmosphere.

Learn more about [wood versus steel and concrete construction](#)

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WOOD PRODUCTS HAVE LOW EMBODIED GREENHOUSE GAS EMISSIONS



1. Consortium for Research on Renewable Industrial Materials. Report on Environmental Performance Measures for Renewable Building Materials.

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INDIGENOUS PEOPLE

Weyerhaeuser is committed to developing and maintaining positive relationships with aboriginal communities wherever we operate. For example, in Canada, where Weyerhaeuser is a steward of public land, we work to support and sustain the role of aboriginal peoples in Canadian forests. Our relationships with aboriginal communities include:

- Contractual relationships for timber harvesting, forest silviculture, infrastructure development, and the supply of other goods and services
- Involvement with and donations to aboriginal initiatives
- Support for education to help develop employment skills
- Employment opportunities
- Mutual sharing of information and goals with a view to understanding and accommodation

Weyerhaeuser also works with key contractors and suppliers to develop awareness about respectful workplace behavior and encourages them to ensure their work forces reflect the populations where they operate.

Weyerhaeuser's policies address best practices for forest products companies' relationships with indigenous peoples, including:

- **Participation and consultation:** Forest operations should include the meaningful participation of and consultation with local communities and indigenous peoples affected by those operations
- **Respect for the rights of indigenous peoples:** Forest operations should respect indigenous peoples' rights, which may include land tenure, treaty rights, and rights to traditional or customary uses. Forest operations should recognize and support government-to-government processes to establish and reconcile these rights.
- **Capacity building:** Forest operations should build the capacity of indigenous peoples to work in the industry sector and enhance the value of local resources through fair, equitable and mutually beneficial relationships.
- **Cultural identity:** Forest operations should understand and acknowledge indigenous cultures, heritages and traditions and promote traditional knowledge and practices.
- **Just and fair dispute resolution:** Forest operations should resolve conflicts through just and fair procedures.

Detailed information is available about Weyerhaeuser's position on [Grassy Narrows and the Whiskey Jack Forest](#).

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SUSTAINABLE FOREST MANAGEMENT

Weyerhaeuser manages forests for wood production as well as the ecosystem services they provide. These include clean water, habitat for fish and wildlife, and sites of cultural, historical, and scenic importance. See our [Sustainable Forestry Policy](#) for more information. We implement landscape-level forest management as part of our compliance with the Sustainable Forestry Initiative® standard.

Category	2009
Area owned or managed*	21.7 million acres
Seedlings planted	70 million
Percentage of land with an environmental management system aligned to the ISO 14001 Standard	100%
Percentage of land harvested	
United States	2.5%
Canada	0.2%
Uruguay	0.2%
China	2.4%
Area harvested	179,000 acres
Percentage replanted within two years (United States)	97.8%
Percentage of harvested land replanted or naturally regenerated	100%

* Includes 348,510 acres managed cooperatively by Weyerhaeuser and our joint venture partners.

INTENSIVELY MANAGED FORESTS PRODUCE MORE WOOD

On forestland that we manage in the United States and Southern Hemisphere, we use scientific principles and environmentally responsible techniques to enhance the forest's ability to grow wood quickly. By planting selectively bred seedlings, controlling invasive species and other competing vegetation, fertilizing the soil, and thinning the forest before final harvest, we can grow wood on this land at two to three times the rate it grows in comparable unmanaged forests. Intensive management on our lands allows other lands to be less intensively managed and together provide the wood fiber society needs.

In Uruguay, where we've planted trees on former grazing land, the first harvest began in 2005. All of our forestland in the United States has been harvested and regenerated at least once.

IN CANADA, WE USE LESS INTENSIVE METHODS

In Canada, we manage public forestland under long-term licenses. Government requirements prescribe much of our forest practices, including harvest rates and types of trees harvested. We apply less intensive methods on this public land, fertilizing less often and relying more on seed trees and natural root sprouting to reforest.

These methods are better suited to local conditions and climate. Because trees in Canada grow more slowly, we maintain sustainable harvest rates by harvesting less frequently—an average of once every 80 to 100 years compared with once every 20 to 50 years in the United States.

JOINT VENTURE IN CHINA

In May 2008, Weyerhaeuser and Yonghan Forestry Company announced a joint venture to manage nearly 52,000 acres (21,000 hectares) of timberland under long term license from the province of Fujian, China. Weyerhaeuser has a 51 percent interest in the joint venture, called Fujian Yonghui Forestry Company, and is responsible for managing the land.

The land is located near Sanming in a mountainous area with a climate ideal for forestry. It is currently a plantation forest composed largely of Masson's pine with some mixed hardwoods, fir and eucalyptus. As existing forests are harvested, they will be replanted in loblolly pine and eucalyptus. These fast-growing species will provide high quality wood to meet China's growing demand for forest products.

Weyerhaeuser is phasing in sustainable forestry practices, as standard on all Weyerhaeuser-managed land. We also intend to seek third-party certification as our environmental management system matures.

"We welcome this partnership," says Mr. Yuliang Lu, vice director of the Fujian Forestry Bureau. "We're excited by the opportunity to work with Weyerhaeuser to introduce world-class soil conservation and watershed protection practices and increase the productivity of our land."

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SUSTAINABLE PROCUREMENT

"Sustainable procurement is the process by which organizations buy supplies and services, taking into consideration the best value for money and the environmental and social aspects that the product/service has over its whole life cycle."
—From the Environmentally and Socially Responsible Procurement Working Group, 2007

Beyond the immediate and obvious consequences of their purchases, concerned consumers, retailers, investors, communities and other groups want to know how their buying decisions affect the environment. They also want to know whether the products they buy are produced sustainably.

At Weyerhaeuser, we view our suppliers as critical to our success. Therefore, we strive to select suppliers who maintain a commitment to strong ethical standards. Our Supplier Code of Ethics provides a foundation for Weyerhaeuser and our suppliers to build and maintain relationships based on fairness, trust, respect for the rights of individuals, compliance with the law, and sustainable business practices. View our Supplier [Code of Ethics](#).

Questions about sustainable procurement have led organizations that buy wood and paper-based products to consider factors beyond the traditional attributes of price, service, quality and availability when making purchasing decisions. The environmental and social aspects of wood, pulp and paper products are becoming part of the purchasing decision.

Weyerhaeuser supports the work of The World Business Council for Sustainable Development and the World Resources Institute who partnered to publish "Sustainable Procurement of Wood and Paper-based Products: An Introduction." This information—which addresses sourcing, environmental and social aspects of sustainable procurement of wood and paper-based products—helps purchasing managers by:

- Identifying the central issues around sustainable procurement of wood and paper-based products
- Providing a general overview on these issues
- Providing an overview of resources to assist sustainable procurement

Find out more at <http://www.sustainableforestsprods.org/>

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TROPICAL FORESTS

Across all of our operations, Weyerhaeuser will not harvest or buy wood, wood fiber or products for distribution from natural forests in biodiversity hotspots or major tropical wilderness areas. The only exceptions are sources independently certified or verified as having come from well-managed forests. Biodiversity hotspots and major tropical wilderness areas are outside North America, defined and mapped by Conservation International as of July 1, 2002.

We distribute products from native tropical forests only if the suppliers are, or are on a schedule to be, independently verified as selling or harvesting products legally and in compliance with our procurement standards.

Learn more about [sustainable forest management](#) and [our worldwide procurement policy](#).

Last updated June 17, 2010.

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WATER USE AND CONSERVATION

We recognize water use and water quality as global social and environmental issues. In 2009, we participated in a forest products industry research study that evaluated best practices and approaches to reducing water use in pulp and paper manufacturing. Research indicates that approximately 88 percent of the water used in the forest products manufacturing process is treated and returned to the environment.

Making pulp and paper requires large volumes of water, and we are working on ways to reduce water use in our operations. As part of our membership in the [U.S. Business Roundtable S.E.E. Change initiative](#), we set a water-use reduction goal in May 2008 to reduce water use at our cellulose fibers mills 20 percent by 2012, from a 2007 baseline. We achieved a 12.5 percent water use reduction in 2009 compared to our 2007 baseline. The goal-setting process included analyzing water use at our cellulose fibers mills and comparing performance to industry benchmarks. We include separate cooling water discharges as part of our total water use at these mills.

We also monitor our effect on water tables in our forestry operations. For instance, in Uruguay, where we've planted trees on former grazing land, we initiated a long-term study in 1999 to determine the effect of the land use change on the region's water table. Since then, we've collaborated with a Uruguayan organization and North Carolina State University to determine the effects of change in land use, including annual water yield, peak runoff rates, and water quality.

WATER USE

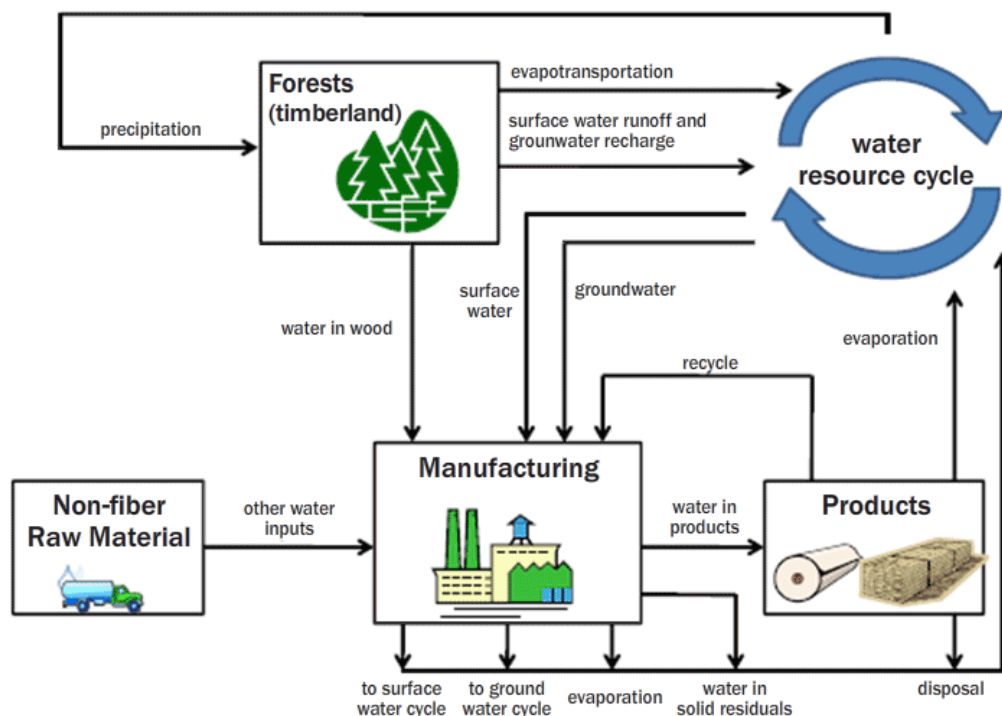
Total water use: Estimated gallons of water used per ton of production

	2005	2006	2007	2008	2009
Cellulose fiber mills total wastewater discharged^{1, 2}	17,192	16,018	15,978	14,409	13,954
Wood products facilities water use	104	91	90	90	95

1. Wastewater discharged is used as a surrogate measurement for water use and includes separate cooling water discharges.

2. Data reflects performance of Weyerhaeuser's 2009 portfolio of cellulose fibers mills. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical data.

Connection of the Forest Products Industry to the Water Cycle



Source: National Council for Air and Stream Improvement. Water Profile Of The United States Forest Products Industry, Technical Bulletin No. 960. March 2009.

Last updated June 17, 2010.

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- [Wood-Procurement Policy](#)
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- [Code of Ethics](#)
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For more governance policies, please visit our [investor website](#).

Last updated May 28, 2010.

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AWARDS AND RECOGNITION

From our forward-looking forestry practices of a century ago, to the new products and strategies of today, Weyerhaeuser seeks to set the standard for sustainability. Although the bar is set higher each year, we are well equipped to meet the challenge. Evidence of our successes can be seen in the following awards. We've earned recognition in the following areas:

[Safety](#)
[Environment](#)
[Citizenship](#)
[Diversity](#)

SAFETY

BENCHMARK REPORT SAFETY LEADER

Weyerhaeuser Company was recognized as an industry safety leader in the 2009 Year-End Benchmark Report recently released by the Pulp and Paper Safety Association. Of the 15 major companies included, Weyerhaeuser's overall recordable incident rate ranked first.

SAFETY + HEALTH MAGAZINE'S "CEOs WHO GET IT"

President and CEO Dan Fulton was one of 10 chief executives named to the Safety + Health list of "CEOs who get it" for 2009. Every year, Safety + Health, the monthly magazine of the National Safety Council, recognizes American CEOs who "make the safety professional's job easier by demonstrating—through both words and actions—their commitment to worker safety and health." The magazine selects individuals who "share a dedication to employee safety as a primary goal and are cultivating safety leadership at all levels of their organizations."

TRENDMAKER HOMES RECOGNIZED AS ONE OF AMERICA'S SAFEST COMPANIES

EHS Today magazine recognized Trendmaker Homes focus on safety by featuring it as one of America's safest companies in their December 2009 issue.

PULP AND PAPER SAFETY ASSOCIATION AWARDS

The Pulp and Paper Safety Association presented several Weyerhaeuser facilities with awards for their safety performance in 2009, including:

- Award of Excellence: Columbus, Miss., cellulose fibers mill
- Best Record: Longview, Wash., NORPAC newsprint mill, Flint River, Ga., cellulose fibers mill, and Columbus, Miss., modified fibers mill
- Most Improved: New Bern, N.C., cellulose fibers mill

ALBERTA FOREST PRODUCTS ASSOCIATION AWARDS

Weyerhaeuser Company in Alberta were among those recognized by the Alberta Forest Products Association's health and safety awards in 2009. Weyerhaeuser's Drayton Valley lumber mill won awards for Health & Safety Excellence in its category during 2008 and for Outstanding Achievement in Health & Safety Excellence from 2006-2008. Weyerhaeuser's Alberta lumber operations received the President's Award for Health and Safety Performance 2006-2008. This award is given to the company that has demonstrated overall, unsurpassed performance during the time period 2006-2008.

SOUTHERN FOREST PRODUCTS ASSOCIATION SAWMILL SAFETY AWARDS

Weyerhaeuser Company mills in Pine Hill, Ala. and Taylor, La. were among those recognized by the Southern Forest Products Association's 2009 Sawmill Safety Award, in recognition of their outstanding safety records throughout the year. This is the second consecutive year these mills received this recognition. Safety performance is judged by how each mill's safety record stacks up against mills with comparable lumber output throughout the year.

U.S. OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION'S VOLUNTARY PROTECTION PROGRAM

We participate in the U.S. Occupational Safety and Health Administration's Voluntary Protection Program. This program promotes and recognizes effective safety and health management programs. VPP recognizes two levels of accomplishment: star and merit. Star sites serve as models for health and safety in the industry and as mentors to other companies. Sites recently recognized by VPP include:

- Our Tacoma, Wash., iLevel service center received VPP Star recognition including two "Best Practice" awards for contractor safety and associate on-boarding.
- Our Coos Bay, Ore., Timberlands tree farm is the first traditional logging operation in the U.S. to achieve VPP Merit status.

PULP & PAPER CANADA MAGAZINE SAFEST MILL AWARD

Weyerhaeuser's Grande Prairie, Alberta, cellulose fibers mill was named Safest Mill in Canada in the category of 50,000 to 100,000 hours per month for its performance during 2008. The honor came from Pulp & Paper Canada magazine, which has been recognizing safety efforts that go beyond the norm since 1926.

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ENVIRONMENT

DOW JONES SUSTAINABILITY INDEX

Weyerhaeuser was included on the Dow Jones Sustainability Index for North America in 2009. Weyerhaeuser is the only North American forest products company in the category of building materials to be named. The annually reviewed DJSI is based on companies'

economic, environmental and social performance in areas such as corporate governance, risk management, climate change, branding, supply chain standards and labor practices. Results of the review are available to asset managers in 14 countries for portfolios tailored for the sustainability-minded investor.

FOREST FOOTPRINT DISCLOSURE BEST PERFORMER

Weyerhaeuser was recognized by the investor-backed organization Forest Footprint Disclosure Project for leadership in managing its operations and supply chains to minimize the effects on forests worldwide.

Weyerhaeuser was named the best performer in the Industrial and Auto sector.

The FFD is a new initiative created to help investors identify how an organization seeks to minimize deforestation through its activities and supply chains. Modeled after the Carbon Disclosure Project, it aims to create transparency for investors concerned about global deforestation.

STOREBRAND BEST IN CLASS

Storebrand named Weyerhaeuser "Best in Class" in 2009 for its leading environmental and social performance. The designation qualifies Weyerhaeuser for Storebrand Principle Funds and the Morgan Stanley Capital International World Index.



2009 ENERGY STAR® LEADERSHIP-IN-HOUSING AWARDS

Weyerhaeuser Real Estate Company subsidiaries Quadrant Homes and Trendmaker Homes have been awarded 2009 Energy Star® Leadership-in-Housing Awards by the U.S. Environmental Protection Agency. The honor acknowledges more than 240 Energy Star-qualified new homes built last year by Quadrant in the Puget Sound area of Washington state, and more than 300 Energy Star qualified homes built last year by Trendmaker in the Houston, Texas, area.

"Meeting and surpassing Energy Star standards is a critical component of Quadrant Homes' Living Sound sustainability program," says Mark Gray, Quadrant's executive vice president. "Our commitment to energy-conserving building practices goes well beyond mandated minimums. Quadrant homes exceed Washington's stringent energy code by 15 percent."

ETHICAL INDEX GLOBAL

International financial consulting firm E. Capital Partners added Weyerhaeuser to its list of ethical companies in 2006. The Milan, Italy-based firm maintains the Ethical Index GLOBAL®, cataloging ethical companies traded on European stock exchanges.

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CITIZENSHIP

ONE OF THE WORLD'S MOST ETHICAL COMPANIES

In 2010, Weyerhaeuser was named one of the "World's Most Ethical Companies" by the Ethisphere Institute for the second consecutive year. This annual list features 100 companies across a variety of industries. Companies are selected based on criteria including corporate citizenship and responsibility, corporate governance, innovation, industry leadership, executive leadership, legal, regulatory and reputation, and internal systems and ethics/compliance program.



CORPORATE RESPONSIBILITY MAGAZINE 100 BEST CORPORATE CITIZENS 2010

Weyerhaeuser has been named to the Corporate Responsibility Magazine 100 Best Corporate Citizens 2010. We are ranked #67. The rankings are based on more than 360 data points of public information in seven categories: environment, climate change, human rights, philanthropy, employee relations, financial performance and governance.

FORTUNE THIRD MOST ADMIRER

Fortune magazine ranked Weyerhaeuser the third most admired forest and paper products company in the world in 2010. Weyerhaeuser had held the position of the second most admired in our industry in America since 1988.

The rankings are based on a survey of industry executives and financial analysts who rate companies in eight categories.

TOP FOREIGN CORPORATE CITIZENS IN CANADA

Corporate Knights, a quarterly Canadian magazine that promotes responsible business practices within Canada, included Weyerhaeuser as one of 13 companies honored as a "Top Foreign Corporate Citizens in Canada" in 2009.

Citizenship indicators include pension fund quality, diversity on the company's board of directors and at senior level positions, CEO-pay fairness, as well as sector-specific indicators such as renewable energy investment and respect for human rights.

SUSTAINING SUPPORTER

United Way of King County where Weyerhaeuser's corporate headquarters are located, recognized Weyerhaeuser in 2009 as a Sustaining Supporter. This award recognizes companies that have demonstrated a pattern of giving at a consistent level for the past five years.

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DIVERSITY

SAVOY MAGAZINE: WEYERHAEUSER IN TOP 100

Savoy magazine named Weyerhaeuser one of the "Top 100 Companies for Blacks in Corporate America" for 2009. This is the second year Weyerhaeuser was named for the honor. While the list includes a wide cross section of companies and industries, Weyerhaeuser is the only forest products company named. The selection process includes a survey of second-year MBA candidates and national recruiters.

TOP 100 EMPLOYER FOR AFRICAN AMERICANS

Weyerhaeuser was named as a "Top 100 Employer for African Americans" by Black Collegian Magazine in 2009.

MAGAZINE READERS CHOOSE BEST DIVERSITY COMPANIES

Weyerhaeuser was voted one of the best diversity companies in a 2009 survey by the publication Diversity/Careers in Engineering and Information Technology. The publication asked readers and website visitors to identify organizations that employ technical professionals in the United States. The results recognize the top 100 that scored highest for support of minorities and women, attention to work/life balance, and commitment to supplier diversity. This is the third consecutive year Weyerhaeuser has received the nomination.

UNITED NATIONS PARTICIPATION

Weyerhaeuser's approach to diversity and inclusion was featured in the "Doing Business in a Multicultural World," a report released at the 2nd Annual Forum of the United Nations' Alliance of Civilizations and Global Compact organizations in Istanbul, Turkey. Chief Diversity Officer Effenus Henderson served on a panel at the meeting on best practices in the private sector. He has also previously addressed the General Assembly of the United Nations on Intercultural and Interreligious Diversity. In 2008 and 2009, Henderson participated in the Alliance of Civilizations Forums (a U.N.-affiliated group) in Madrid, Spain and Istanbul, Turkey on a special panel focused on "Doing Business in a Multicultural World."

ORC AND SHRM RECOGNITION

Effenus Henderson was named a 2009 finalist for the second annual global Peter C. Robertson Award which recognizes Global Equality and Diversity Champions by the global firm, Organizational Resource Counselors.

In 2008, Henderson participated in a special forum of the 100 Top Thought Leaders on diversity and inclusion sponsored by the Society of Human Resource Management.

RECOGNIZED FOR OUTREACH

Weyerhaeuser has received recognition for outreach efforts from a number of national organizations over the past several years including the National Society of Black Engineers; Society of Hispanic Engineers; Women in Construction; Society of Women Engineers; UNCF; National Society of Hispanic MBAs; Minorities in Agriculture, Natural Resources and Related Sciences; and Diversity Best Practices.

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GRI AND GLOSSARY

We encourage you to learn more about sustainability at Weyerhaeuser, and hope that this information provides you with insight into how we manage the company in a sustainable and responsible way.

Choose from the topics on the left for:

- An index that tells where to find Weyerhaeuser information addressing elements of the Global Reporting Initiative (GRI index)
- A description of what the data in our report includes and doesn't include, and how it is verified (About this website)
- Definitions of terms used in our sustainability reporting (Glossary)

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GLOBAL REPORTING INITIATIVE ELEMENTS AND INDICATORS INDEX

The table below tells where to find information that addresses elements of the Global Reporting Initiative.

Report Application Levels

		2002 In Accordance	C	C+	B	B+	A	A+
Mandatory	Self Declared							
	Third Party Checked			Report Externally Assured		Report Externally Assured		Report Externally Assured
	GRI Checked							

For more information about the GRI indicators themselves, please visit <http://www.globalreporting.org>

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- 3.11 In March 2007, Weyerhaeuser's fine paper business and related assets were

combined with Dornier Inc. to create a new fine paper company, Dornier Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical environmental data.

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- EC 1 [Financial Highlights](#)
- EC 2 [Financial Implications, Risks and Opportunities of Climate Change](#)
- EC 3 [Pension Investments](#)
- EC 4 Not reported: Data for these indicators are not available; data systems to generate the required information do not currently exist.
- EC 6 [Managing Suppliers](#)
- EC 7 [Sourcing Talent](#)
- EC 8 Not reported: Data for these indicators are not available; data systems to generate the required information do not currently exist.

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EN 14	Special Sites
EN 16	Greenhouse Gas Reduction
EN 17	Greenhouse Gas Reduction
EN 17	Climate Change
EN 19	Limited Use of Methyl Bromide
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EN 22	Residuals and Solid Waste Management
EN 23	U.S. Toxic Release and Canadian National Pollutant Release Inventories
EN 24	Residuals and Solid Waste Management
EN 26	Paper Recovery and Recycling
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EN 27	Paper Recovery and Recycling
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Labor

DMA	Risk Management Systems
	Health and Safety Systems
	Committed to Safety
	Training and Development
	Diversity
	Employee Representation
LA 1	Employment by Country
	Employment Statistics
LA 2	Employment Data: Employee Turnover, Turnover by Age Group
LA 4	Employee Representation
LA 5	Employee Representation
LA 6	Employee Health
LA 7	Safety Performance
LA 8	Health Connection
LA 10	Training and Development
LA 12	Performance-Driven Culture
LA 13	Diversity
LA 14	Not reported: Data for this indicator is considered proprietary.
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DMA	Human Rights
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DMA	Ethics and Business Conduct
	Community Involvement
	Participating in the Political Process
SO 1	Advisory Committees
SO 2	Preventing Corruption and Bribery
SO 3	Ethics and Business Conduct
SO 4	Preventing Corruption and Bribery

SO5	Participating in the Political Process
	Issues Important to Weyerhaeuser
SO6	Campaign Contributions
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DMA	Life Cycle Assessments
	Product Health and Safety
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PR9	Product Compliance

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DATA

Except where noted, this report covers all operations of Weyerhaeuser during calendar year 2009. Financial results are for fiscal 2009.

2009 ENVIRONMENTAL DATA

Included

- Weyerhaeuser global operations owned in 2009:
- 7 cellulose fibers facilities
 - 45 wood products manufacturing locations
 - 27 wood products distribution centers
 - 5 Real Estate businesses

Not included

- Operations sold or closed before August 2009
- Joint ventures, except for NORPAC, a newsprint mill

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USE OF GRI GUIDELINES

Weyerhaeuser has published an annual environmental performance report since 1993 and a citizenship report since 2001. In 2002, we combined these reports into this sustainability report and began following guidelines recommended by the Global Reporting Initiative. In 2004, we issued our first report "in accordance" with the guidelines. In 2005, we had our "in accordance" report checked by the GRI. This is our fourth report produced using the G3 guidelines to an application level of "A."

The codes (e.g., EN 10, HR 5) shown in the [GRI Index](#) refer to specific GRI indicators. For more information about GRI and its indicators, please visit www.globalreporting.org.

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SUSTAINABILITY WEBSITE CONTENT

In 2008, we moved from a printed report to an online reporting format using this website. We believe this format will make our information more accessible to stakeholders and facilitate transparency in the company's disclosure of relevant sustainability information. We welcome feedback on our report via this [form](#) and seek to integrate feedback into our annual process.

Our process for determining report content includes:

- Identifying key audiences for the report, including customers, investors, current and potential employees, and other stakeholders.
- Determining the information needs of our audiences based on our internal tracking of stakeholder inquiries, broader sustainability trends, and feedback from key users of the report.
- Comparing these content needs with the Global Reporting Initiative indicators and prioritizing topics within the report.
- Measuring our sustainability performance using a [progress toward goals chart](#). This is our fourth year to rate our performance in key areas in this manner. We will refine and improve the dashboard measures in coming years.

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HOW DATA IN THIS REPORT WERE VERIFIED

The Weyerhaeuser data contained in this report are drawn from:

- Established internal databases that are used regularly by our operations.
- Environmental data reported to the EPA
- Annual internal surveys.

Environmental data are obtained in a number of ways at Weyerhaeuser facilities, including physical measurement, representative and other sampling, application of standard government factors, and recognized industry factors. Calculations were performed using measured data as well as commonly recognized engineering standards. All equations and estimations that were used in calculating environmental data reported in this document have been accepted industrywide and by all pertinent regulatory authorities.

In addition, each section of the website is reviewed by an internal subject-matter expert to ensure accuracy. The final draft of the website is reviewed by members of Weyerhaeuser's Disclosure Committee and key senior leaders to ensure material information is accurately communicated. Each page notes the date content was last reviewed and updated as needed on the bottom of the page.

Weyerhaeuser has evaluated options for external verification of data and does not currently externally verify all of the data included in this

report. We continue to monitor stakeholder interest and trends in external verification.

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AFFORESTATION

The conversion of land that has not been forested for at least 50 years to forested land through planting and seeding.

BIOCHEMICAL OXYGEN DEMAND (BOD)

A measure of the amount of oxygen consumed by microbiological organisms and certain chemicals that oxidize and remove organic pollutants during wastewater treatment. If left untreated, organic material would exert an oxygen demand in receiving waters, resulting in low dissolved oxygen levels and adverse effects on some aquatic organisms.

BIOMASS FUELS

Organic-based, nonfossil fuel, including wood, forest residuals, wood residuals, bark, black liquor, and liquefied and gasified wood.

CARBON DIOXIDE EQUIVALENTS (CO₂E)

A common unit of measurement against which the impact of releasing, decreasing or avoiding the release of different greenhouse gases can be evaluated, expressed in terms of the global warming potential of one unit of carbon dioxide.

CARBON MONOXIDE (CO)

A colorless, odorless and, at high levels, poisonous gas, formed when carbon in fuel is not burned completely.

COGENERATION

The generation of electricity as a byproduct of heat or steam that is created for use elsewhere in the manufacturing process, e.g., to remove the water from pulp or paper.

CUNIT

A measurement of volume equal to 100 cubic feet.

DAYS-AWAY CASE

Work-related incident that involves days away from work.

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EMISSIONS INTENSITY

A unit of measurement intended to capture changes in greenhouse gas emissions that occur from investments or changes that enhance manufacturing efficiency. Usually expressed as greenhouse gas emissions per ton of production or other uniform units of business and/or manufacturing activity.

EXEMPT EMPLOYEE

An exempt employee is an employee who, because of his or her positional responsibilities and level of decision-making authority, is exempt from the overtime provisions of the Fair Labor Standards Act. Primarily a term used in the United States, an exempt employee is compensated by a salary, as opposed to a nonexempt employee, who is paid on an hourly basis and is eligible for overtime.

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ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

The International Organization for Standardization (ISO) is a worldwide federation founded to promote the development of international standards. The ISO 14000 series is composed of six elements, including an environmental management system, auditing, environmental performance evaluation, labeling and life-cycle analysis.

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NITROGEN OXIDES (NO_x)

The term used to describe the sum of NO, NO₂ and other oxides of nitrogen that play a major role in the formation of ozone.

OXYGEN DELIGNIFICATION

A pulp-making technology that uses oxygen in the chip-cooking process to help break down lignin, a natural glue that holds wood fibers together and gives wood its brown color.

PARTICULATE MATTER (PM)

Fine liquid or solid particles such as dust, smoke, mist, fumes or smog found in air or emissions. Inhalable PM includes both fine and coarse particles. These particles can accumulate in the respiratory system and are associated with numerous health effects.

PRIMARY MILLS

Manufacturing facilities that use logs or wood chips as their raw material.

RECORDABLE INCIDENT

An incident is recordable if it results in a work-related injury or illness that results in death, days away, restricted activity, job transfer, medical treatment beyond first aid, loss of consciousness, or significant diagnosis.

RECORDABLE INCIDENT RATE (RIR)

The rate is the count of occurrences per 100 employees per year. An occurrence may be a recordable incident, lost-workday case or lost workdays.

RIPARIAN

On or next to the bank of a river, pond or lake.

SEQUESTRATION

The uptake and storage of carbon dioxide in a different form, such as wood or trees. Trees absorb carbon dioxide from the atmosphere and bind the carbon in wood fiber both while the tree lives and after it is converted into lumber and paper.

SULFUR DIOXIDE (SO₂)

Agaseous molecule made of sulfur and oxygen. High concentrations of SO₂ can result in temporary breathing impairment for asthmatic children and adults who are active outdoors.

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TOTAL TREATED EFFLUENT

Wastewater treated in primary and/or secondary wastewater treatment systems before being returned to a river or other body of water.

TOTAL REDUCED SULFUR (TRS)

A measure of the amount of reduced sulfur compounds in air emissions. TRS compounds cause nuisance odors, including a "rotten egg" smell, around kraft mills.

TOTAL SUSPENDED SOLIDS (TSS)

A measure of the suspended solids in wastewater, effluent or water bodies. Increased suspended solids reduce how deep below the water surface light can penetrate and thereby reduce the depth at which plants can grow. This can shift habitat for fish and the quality of food for herbivores.

VOLATILE ORGANIC COMPOUNDS (VOCs)

Any compound of carbon, excluding carbon monoxide, carbon dioxide and carbonic acid, that participates in atmospheric photochemical reactions.

VOLUNTARY PROTECTION PROGRAM (VPP)

An OSHA program designed to recognize and promote effective safety and health management. In the VPP, management, labor and OSHA establish a cooperative relationship at a workplace that has implemented a strong safety and health program.

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


Last updated June 17, 2010.

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FEEDBACK

Is anyone listening? We are.

Your feedback is important to us. At Weyerhaeuser, we communicate openly with the public and look forward to our conversation with you. Please take a moment to fill out this survey.

1. Overall, how would you rate our online Sustainability Report:

1 = not at all valuable/useful, 5 = extremely valuable/useful

☐ 1

☐ 2

☐ 3

☐ 4

☐ 5

2. How strongly do you agree (4) or disagree (1) with the following statement. This online report is:

1 = strongly disagree, 2 = disagree, 3 = agree, 4 = strongly agree

a. Credible and openly reports on the topics

☐ 1

☐ 2

☐ 3

☐ 4

b. Clear and easy to understand

☐ 1

☐ 2

☐ 3

☐ 4

c. Complete and accurate

☐ 1

☐ 2

☐ 3

☐ 4

d. Logically organized and easy to use

☐ 1

☐ 2

☐ 3

☐ 4

e. Covers the most relevant issues regarding Weyerhaeuser's social, environmental and economic performance

☐ 1

☐ 2

☐ 3

☐ 4

3. How much of this report did you read?

☐ All of the Sustainability section of wy.com

☐ About half

☐ One topic (i.e., Goals and Progress)

☐ Only a few pages

☐ None

4. Which part(s) did you find most useful? (Check all that apply.)

☐ Goals and Progress

☐ Shareholder Value

- ☐ Sustainable Systems
- ☐ Employee Well-Being
- ☐ Environmental Footprint
- ☐ Product Responsibility
- ☐ Citizenship
- ☐ Governance
- ☐ Current Issues
- ☐ Policies
- ☐ Awards
- ☐ GRI Index & Glossary
- ☐ Downloads

5. Which one of the following best describes your primary relationship with Weyerhaeuser?

- ☐ Wholesale customer of Weyerhaeuser products
- ☐ Consumer of Weyerhaeuser products
- ☐ Public official
- ☐ Resident of a community where Weyerhaeuser operates
- ☐ Investor
- ☐ Member of an environmental or other nongovernmental organization
- ☐ Reporter or other news media
- ☐ Weyerhaeuser employee
- ☐ Sustainability professional
- ☐ Student/teacher
- ☐ Other (please specify)

Other

6. Based on what you've seen in this report, do you think that Weyerhaeuser is managing the company in a sustainable way?

1 = strongly disagree, 2 = disagree, 3 = agree, 4 = strongly agree

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4

7. Do you have any additional comments?

Contact information (optional):

Name:

Email:

Address:

Phone:



Please enter the characters shown above

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