

SUSTAINABILITY

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SUSTAINABILITY

What does sustainability mean to you? At Weyerhaeuser, it means making smart choices that balance the needs of today with the needs of tomorrow. We've been operating this way for more than a century, and we invite you to learn more about our [story](#), [strategy](#), and [progress against goals](#). You can also explore the sections below to learn more about what's most important to you.

WHAT INTERESTS YOU?



For Customers

Learn about our commitment to certification and product stewardship, why wood is the ultimate green building material, and check out some of our recent innovations.



For Employees

Read about how we ensure a safe and diverse work environment, develop our people, and encourage employee volunteerism in our communities.



For Investors

Find information about our financial results, risk management systems, commitment to ethical conduct and participation in the political process.



For Communities

Learn about our sustainable forest management practices, efforts to reduce our environmental footprint, and commitment to investing in our communities and engaging stakeholders.



MESSAGE FROM OUR CEO

"We grow and harvest trees that are used to manufacture products that make the world a better place. Our wood products are used to build homes where people raise their families. Our cellulose fibers are used to make diapers and other products that keep people healthy and clean. Trees are remarkably useful and, when managed responsibly, will continue to be useful for generations to come." [Read the full message](#)

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OUR STORY

Founded in 1900, Weyerhaeuser is today one of the world's largest forest products companies. We employ thousands of people in businesses that grow, harvest and sell trees and make a range of forest products essential to everyday lives.

WHAT WE DO

Our value chain is simple. We start by planting trees, lots of them. We manage our forests sustainably, over many decades, and [help others manage their lands equally well](#). Once harvested, our trees and other wood fiber are made into useful products for society, and we sell our trees to other manufacturing companies that do the same. We are proud managers of a remarkable, renewable resource that, when managed well, can provide jobs, products, recreation and environmental benefits for many generations to come.

WE PLANT AND CARE FOR TREES

In 2013, we planted 72 million seedlings, most of which were grown in our own nurseries. We use qualified tree-planting crews to ensure our seedlings are planted correctly and given the best possible chance for survival.

WE SUSTAINABLY GROW AND MANAGE FORESTS

We manage 20.8 million acres of timberlands in the United States, Canada, and Uruguay, some of which we own and some of which we manage under long-term government licenses. Read more about [our approach to sustainable forestry](#).

The wood we grow on our own timberlands is sold directly to our wood products and cellulose fiber mills or to customers all over the world. Read about where our logs go in our [Annual Report](#).

We hire qualified logging professionals when harvesting our timberlands, and require other forest landowners from whom we buy wood to do the same.

WE RESPONSIBLY SOURCE MATERIALS

By far, the largest and most critical link in our supply chain is raw wood fiber (in the form of logs and chips), which we convert into wood products and cellulose fibers. We supply our own wood fiber, as well as procure wood fiber from other sources.

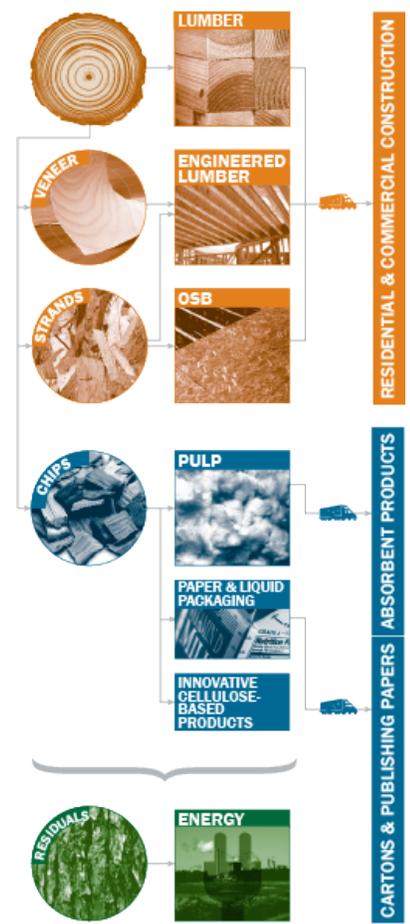
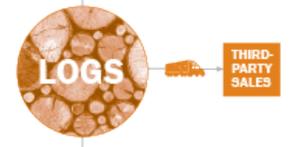
Our [Wood Procurement Policy](#) ensures we and our sources do not cause or encourage destruction of forest areas at risk of loss from unsustainable practices or illegal logging. We conduct due diligence and document the species and country of origin of our products on our [Product Environmental Profiles](#).

Our commitment to responsible fiber sourcing is verified through our certification to the Sustainable Forestry Initiative® standard. Read more about how we [promote sustainable forest management](#) with all of our wood suppliers and more about our [certification programs](#).

At our manufacturing facilities, we [produce most of our own energy](#) with biomass residuals, but we still purchase some fuel and electricity to supplement our energy needs. We also rely heavily on transportation and logistics providers to move our raw material and our finished products from our forests to our mills to our customers.

WE CREATE USEFUL PRODUCTS

We are proud that our company makes useful products for society. Our lumber and engineered wood products are used to construct commercial buildings and homes where people raise their families. Our cellulose fibers are used in diapers and other hygiene products that keep people clean and healthy. And we are at the forefront of creating even more products out of trees — [carbon fiber, jet biofuel, textiles, thermoplastics, and more](#).



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CEO MESSAGE

A single tree won't last forever, but a forest can. At Weyerhaeuser, we've been proving this for more than a century.

We grow and harvest trees that are used to manufacture products that make the world a better place. Our wood products are used to build homes where people raise their families. Our cellulose fibers are used to make diapers and other products that keep people healthy and clean. Trees are remarkably useful and, when managed responsibly, will continue to be useful for generations to come.

This is the essence of sustainability — making smart choices that balance the needs of today with the needs of tomorrow.

For Weyerhaeuser, this is not just a nice idea. It's not just a trend to follow. For us, sustainability is a core value. It's how we do business.

And it's about much more than [carefully managing our forests](#). We're also [working to reduce the environmental footprint](#) of our manufacturing operations by improving energy efficiency, minimizing waste and protecting air and water quality. These efforts contribute to our financial bottom line as well.

We're relentlessly focused on [attracting, developing and retaining the very best talent](#). People development is a critical focus area for us, and we devote a lot of energy toward intentionally growing leaders and expanding opportunities for our people to gain experience across business lines.

Our employees are also dedicated volunteers in their communities, and we encourage and celebrate their service. Our [annual diaper drive](#) is an outstanding example of how Weyerhaeuser people come together to give back. Over the last three years, we've donated 2.4 million diapers to families in need in our communities.

And finally, we remain committed to maintaining our strong reputation for governing responsibly, with firm [ethical standards](#) and reliable [risk management systems](#).

But, like any business, we face challenges. For example, we've made good progress against some of our air- and water-quality goals, but further progress will require capital investment to improve efficiency in our facilities. To generate that capital, our businesses must perform. To drive that performance, we are relentlessly focused on achieving aggressive operational excellence targets across the company.

So our work is not done. In fact, it will never be done because the world is always changing and the bar is always rising for what it means to be sustainable — financially, socially and environmentally.

For us, it all comes back to flawless execution to achieve our vision: working together to grow a truly great company for our shareholders, customers and employees. To us, this means creating a great place to work, achieving great financial results and making a great contribution to society. Our goal is to do all three really well, all the time.

Thank you for your interest in Weyerhaeuser. After you've explored our report, please take a few moments to [provide your feedback](#). Your input will help us become a truly great company.

Doyle R. Simons
President and CEO, Weyerhaeuser Company

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SUSTAINABILITY STRATEGY

A CORE VALUE

Our company vision is supported by five core values: safety, integrity, citizenship, sustainability and innovation. Our values are not just words on a page — our people really do live them every day. As a company with more than 100 years under our belt, we've been at this a long time. Sustainability, quite simply, is the way we do business.

But we understand it's not enough to say we are sustainable; we must be able to prove it to our stakeholders by setting the right goals and transparently reporting on our progress toward meeting them.

2020 SUSTAINABILITY GOALS

In 2010, we adopted a comprehensive sustainability strategy based on benchmarking, gap analysis, and leadership engagement. Our sustainability strategy built upon our past sustainability performance with an expanded set of commitments integrated into our business planning and processes. For each commitment, we set specific targets to achieve by 2020 and we report our progress annually.

In 2013, we rolled out a new company vision under new senior leadership. We are now in the process of aligning our sustainability goals with our new vision. During this time, our commitment to sharing our progress with our stakeholders has not wavered. This year we are [reporting on a more focused set of goals](#) directly aligned with our company's three "greats": great financial performance, great place to work, and great contribution to society.

OVERSIGHT

Our [Board of Directors Governance and Corporate Responsibility Committee](#) provides oversight and direction on the company's sustainability strategy and annually reviews our sustainability performance and progress towards goals, as well as key issues and trends.

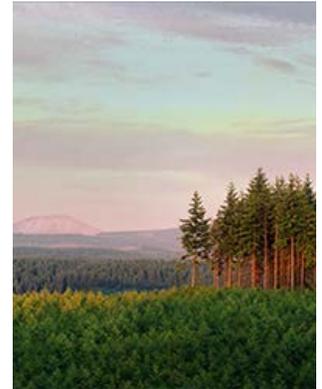
This board oversight is supported by staff in health and safety, environment, public affairs, community investment, and human resources who identify opportunities, risks and external trends and provide recommendations to ensure optimum performance. Our senior management team reviews the effectiveness of our strategy and monitors our results. Our Communications, Sustainability & Citizenship team provides structure and guidance for implementing our strategy, ensuring internal and external engagement, and reporting on our progress.

WHAT'S IMPORTANT?

To determine what's important to include in our sustainability reporting, we identify the information needs of our key audiences, including customers, investors, current and potential employees, and other stakeholders. We draw from internal tracking and surveys of stakeholder inquiries and interests, broader sustainability trends, and feedback from key users of the report.

We also consider the relevance of the topics to our company (e.g., where we operate, what we make, who we hire) and how these topics affect our ability to create value (e.g., practice sustainable forest management, attract investors and employees, make and sell our products). We solicit feedback from stakeholders throughout the year and review our assessment annually to ensure the identified topics are still relevant and significant.

Because we are an integrated forest products company that primarily sells product directly to other companies, most of our topics are significant only within the boundaries of our company. We do not outsource the making of our products or the management of our forests nor do we rely on numerous third parties to conduct our business. For topics where we are reliant on entities outside of our own boundaries, we discuss our relationship with these suppliers in the respective sections in our annual sustainability performance update.



IMPORTANT TO OUR STAKEHOLDERS AND OUR ABILITY TO CREATE VALUE

- Certification
- Customer service
- Ease of doing business
- Economic performance
- Energy
- Ethical behavior
- Forestry practices
- Reputation/recognition

IMPORTANT TO OUR STAKEHOLDERS OR OUR ABILITY TO CREATE VALUE

- Air emissions
- Biodiversity and habitat
- Climate change
- Consumer health and safety
- Diversity
- Employee health and safety
- Employee retention
- Environmental compliance
- Giving back
- New products and innovation
- Pay and benefits
- Political involvement
- Training and education
- Water

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2020 SUSTAINABILITY GOALS

In 2010, we adopted a comprehensive sustainability strategy, including 20 commitments and more than 40 associated goals and metrics. This year, we are reporting on a subset of our original goals while we refresh and update our overall [sustainability strategy](#).

OUR 2020 GOALS	OUR MEASURES OF SUCCESS	OUR 2013 RESULTS	OUR PROGRESS
GREAT FINANCIAL RESULTS			
Achieve great financial results	Each business consistently outperforms competitors	Set aggressive targets	
GREAT PLACE TO WORK			
Be injury-free	Recordable incident rate is less than 1	0.87 RIR	
	More than 90 percent of sites operate injury-free	73 percent injury-free	
Build leadership bench	Ratio of ready-now candidates for leadership positions is improved per internal targets	Reported in internal succession plans	
Retain and build talent	Voluntary turnover is less than 8 percent	4 percent voluntary turnover	
Strengthen employee engagement	Overall satisfaction is greater than 70 percent	74 percent overall satisfaction	
Improve workforce diversity	Overall workforce representation is maintained or improved in under-utilized areas	1.3 percent improvement	
GREAT CONTRIBUTION TO SOCIETY			
Manage sustainable forests	At least 95 percent of timberlands are certified to sustainable forestry standards	100 percent certified	
	Ecosystem services are recognized and shared publicly	Data published for 2nd year	
Reduce greenhouse gases	Absolute emissions are reduced by 40 percent from 2000 baseline	28 percent reduction	
Improve energy	Energy efficiency (mmbtu per unit of production) is improved	5 percent improvement	

efficiency	by 20 percent from 2009 baseline		
Improve air quality	Carbon monoxide and particulate matter (pounds per unit of production) are reduced by 10 percent from 2010 baseline	2 percent reduction in carbon monoxide	
		3 percent increase in particulate matter	
Reduce water use	Water use (gallons per unit of production) is reduced by 32 percent from 2007 baseline	20 percent reduction	
Improve water quality	Biological oxygen demand (pounds per unit of production) is reduced by 10 percent from 2010 baseline	10 percent reduction	
Reduce waste	Waste sent to landfills (pounds per unit of production) is reduced by 10 percent from 2010 baseline	10 percent increase	

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We are focused every day on helping our customers win. We do this by innovating to create value, pursuing strategic growth, and focusing on getting the basics right. It boils down to building strong relationships and earning trust. We want all our customers to know that partnering with us means they can feel confident in their supply chain and know they are working with an honest and transparent company.

In this section, you'll learn about:

- How our [forests, mills, and products are certified](#) to sustainable forestry standards
- Our approach to [product stewardship](#)
- How we serve our customers with [sustainable, innovative products](#)
- Why wood is a truly great [green building material](#)

You may also be interested in:

- How we approach [sustainable forest management](#)
- Our commitment to [ethical business conduct and integrity](#)



Partner of the Year, Lumber and Panels: 2013



Supplier of the Year: 2013



Sustainability Award for key suppliers: 2013

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FOREST AND PRODUCT CERTIFICATION

We are committed to managing our forests sustainably, conserving natural resources and reducing waste and pollution. We believe sound management practices will ensure people today and into the future can enjoy the benefits of healthy, abundant forests.

[Forest certification](#), [fiber sourcing certification](#), and [chain of custody certification](#) are three ways we demonstrate our commitment to sustainability.

Internationally recognized standards provide customers and stakeholders with an objective, third-party determination of whether or not a company is implementing sustainable business practices. We support the use of these standards and the independent, third-party audits required to verify compliance.

Today, there are several forest and forest products certification systems available on the market:

- **Sustainable Forestry Initiative:** SFI certifies forest lands in North America. All our North American timberlands are certified to the SFI standard. We chose SFI because it is a consistent, science-based standard that allows us to offer a reliable supply of quality, certified products at competitive prices.
- **American Tree Farm System:** We believe the American Tree Farm System is the most effective standard for certifying small forest landowners in the United States. Approximately 25 percent of our wood fiber comes from ATFS-certified family forest owners and it is important to us that these timberlands are also managed sustainably. ATFS is recognized by SFI as an equivalent standard.
- **Programme for the Endorsement of Forest Certification:** PEFC is an umbrella organization that evaluates and recognizes national forest certifications demonstrating compliance with PEFC principles. PEFC endorses nearly 40 sustainable forest management standards (including the Canadian Standards Association, SFI, and the American Tree Farm System).
- **Forest Stewardship Council:** We use the FSC standard where it makes sense to do so, such as on some of the lands we manage in Uruguay. FSC's standards vary internationally and within a country (the standard in Oregon is much different than the standard in Uruguay; standards in Florida are different from standards in Washington), making implementing FSC a challenge.

We are a strong supporter of the Sustainable Forestry Initiative. Our decision to choose the SFI standard has support from our customers throughout the world. Like us, our customers view third-party certification as an important tool in ensuring forests are managed sustainably worldwide.

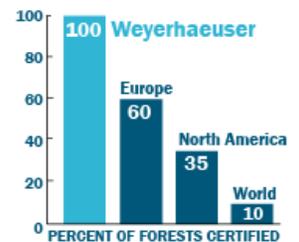
We believe the existence of multiple certification systems is advantageous for several reasons:

- Multiple programs can encourage greater use of responsible practices worldwide.
- Different programs can accommodate the varying situations, resources, and needs of a variety of forest ownership types (government, private, family).
- Multiple programs offer manufacturers and their customers greater flexibility in meeting consumer demands.
- Competition encourages all programs to continually improve over time.

This [2013 Forbes article](#) provides a good assessment of the need for multiple sustainable forestry certification systems.



WE ARE EXCEEDING GLOBAL FOREST CERTIFICATION



UNECE/FAO Forest Products
Annual Market Review, 2012-2103

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FOREST CERTIFICATION

Globally, only about 10 percent of forests are certified. We are proud that 100 percent of our timberlands are certified to sustainable forestry standards. Forest certification verifies responsible forest management by developing standards for how forests should be managed and ensuring these practices are being implemented through third-party audits.

As part of our sustainability strategy, we set a goal that at least 95 percent of our timberlands are certified to sustainable forestry standards. In 2013, we achieved 100 percent certification:

- 100 percent of our North American timberlands are independently certified as meeting the requirements of the SFI standard.
- 100 percent of the land we manage in Uruguay is certified to the Uruguayan sustainable forestry standard (UNIT), recognized by the Programme for the Endorsement of Forest Certification. A portion of this land is also certified to the FSC South American plantation standard.
- Additionally, 100 percent of our timberland operations employ environmental management systems consistent with the ISO 14001 standard.



TIMBERLAND CERTIFICATIONS

UNITED STATES	STATE	Acres (millions)	Hectares (millions)	Percent Certified
				SFI
	Alabama	0.6	0.2	100%
	Arkansas	0.6	0.2	100%
	Louisiana	1.0	0.4	100%
	Mississippi	0.8	0.3	100%
	North Carolina	0.6	0.2	100%
	Oklahoma/Texas	0.6	0.2	100%
	Oregon	1.3	0.5	100%
	Washington	1.3	0.5	100%
	Subtotal	6.6	2.7	
CANADA	PROVINCE			SFI
	Alberta	5.3	2.1	100%
	British Columbia	1.0	0.4	100%
	Ontario	2.6	1.0	100%
	Saskatchewan	5.0	2.0	100%
	Subtotal	13.9	5.5	
INTERNATIONAL	COUNTRY			PEFC/FSC
	Uruguay	0.3	0.1	100%
	Subtotal	0.3	0.1	
ALL TIMBERLANDS	GRAND TOTAL	20.9	8.3	100%

ADDITIONAL INFORMATION

GENETIC ENGINEERING

We do not grow genetically engineered trees. Genetically engineered plants are regulated by law and none have been approved for commercial use in our supply chain. We operate 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 and 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.

SUSTAINABLE FORESTS: CERTIFICATION



2020 GOAL
95 percent timberlands certified
to sustainable forestry standards

In 2010, the report of the Conference of the Parties to the Convention on Biological Diversity described a precautionary approach supporting the use of genetically modified trees if sufficient safeguards are in place. We support this position, and will continue to support scientific research to understand the benefits and risks associated with commercial use of genetically modified trees.

INDIGENOUS PEOPLES

We are committed to developing and maintaining positive relationships with indigenous communities in all the areas we operate. For example, in Canada, where we manage forests on public land, we work to support and sustain the role of indigenous peoples in the areas where we operate. Our relationships with indigenous communities include:

- Contractual relationships for timber harvesting, forest silviculture, infrastructure development, and the supply of other goods and services
- Involvement with and donations to indigenous initiatives
- Support for education to help develop employment skills
- Employment opportunities
- Mutual sharing of information and goals with a view to understanding and accommodation
- Membership in the Forest Products Association of Canada, which works to strengthen indigenous participation in Canada's forest sector through economic development initiatives and business investments, strong environmental stewardship and the creation of skill development opportunities, particularly targeted at First Nations youth.

We also work with contractors and suppliers to develop awareness about respectful workplace behavior and encourage them to ensure their work force reflects the cultures of the communities where they operate. Our policies address best practices for forest products companies' relationships with indigenous peoples, including:

- **Participation and consultation:** Forest operations should ensure there has been meaningful participation of, consultation with, and accommodation of local communities and indigenous peoples affected by those operations.
- **Respect for the rights of indigenous peoples:** Forest operations should ensure there has been appropriate consultation with and accommodation of 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 ensure there are systems in place to resolve conflicts through just and fair procedures.

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CHAIN-OF-CUSTODY

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Chain-of-custody is used to track information about a mill's sources of wood fiber from certified forests and the fiber allocation to certified products. Our senior leaders are committed to implementing and maintaining chain-of-custody requirements in accordance with applicable standards.

Chain-of-custody often incorrectly assumes that a product's content comes from a certified forest. Instead, the norm for tracing and labeling certified forest products is to use a credit-based method of accounting.

At Weyerhaeuser, we track the volume of raw materials that come to our facilities from certified forests. We then label a proportionate volume leaving the mill over a 12-month period as certified or containing certified content.

For example, in a mill where 60 percent of the total volume of material entering is certified, products leaving can carry a label that says the product is 60 percent certified or 60 percent of the mill's total products can carry a label saying they are 100 percent certified. The calculation is based on total-volume-in, total-volume-out.

In addition to tracking certified volume, chain-of-custody systems require non-certified raw materials to come from legal and responsible sources. See [Fiber Sourcing Certification](#) for more information.

All our Cellulose Fibers mills, several lumber mills and other selected manufacturing facilities are certified to both the SFI and the FSC chain-of-custody standards, which are audited annually by independent third parties. [View our chain-of-custody certificates.](#)

SUSTAINABLE
FORESTRY
INITIATIVE

Certified Sourcing

www.sfiprogram.org

SFI-00008

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FIBER SOURCING

The majority, more than 60 percent, of our wood supply comes from certified forests, both from our own timberlands and other certified forests. The remainder comes from small, non-certified forests, where we spend time educating and promoting the implementation of sustainable forest management practices. We are committed to responsibly sourcing materials contained in the products we manufacture.

In North America, we promote responsible forestry by requiring forest landowners from whom we buy wood fiber to use best management practices and qualified loggers during harvest. We provide information on sustainable forest management to all of our wood suppliers.

In the United States, two-thirds of commercial forest land is owned by 10 million individuals and families. We support two programs to fill this gap:

First, we have a purchasing preference for wood certified under the American Tree Farm System, the oldest and most widely adopted program in the world targeted at family forest owners. We actively work to bring landowners near our mills into the Tree Farm system.

Second, the Sustainable Forestry Initiative's certified sourcing program is strong in promoting sustainable forest practices on uncertified lands. Our manufacturing facilities maintain certification to SFI's Fiber Sourcing Standard. Under this program, we are required to:

- Use loggers trained under SFI-supported programs
- Engage in outreach and education with forest owners on sustainable forestry practices
- Support scientific research on sustainable forestry
- Ensure our suppliers use best management practices, such as leaving buffers along streams, building good roads, and using the right equipment and timing to protect soil

PROMOTING SUSTAINABLE FORESTRY

Through its fiber-sourcing standard, the SFI program stands apart from other independent forest certification programs by addressing the fact that all forest landowners — certified or not — play a critical role in the long-term health and sustainability of forests.

Since nearly 90 percent of the world's forests are not certified, it's important to us to show that the uncertified raw material in our supply chain comes from legal and responsible sources. To demonstrate this, we certify all our manufacturing facilities and label all the forest products we produce in North America to the SFI Fiber Sourcing Standard. By certifying our manufacturing facilities to this standard, we demonstrate to our customers that we work with all of our suppliers — the majority of whom are family forest owners — to encourage broader implementation of sustainable forest management practices.

[See our data related to promoting sustainable forestry.](#)

ENCOURAGING LEGALLY-SOURCED WOOD

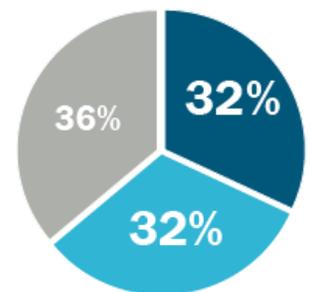
Understanding our supply chain ensures that we maintain compliance with domestic and international laws related to the use of illegal timber:

- **Lacey Act:** in 2008, the United States amended the Lacey Act, a law combating global trafficking in illegally taken wildlife, fish and plants, and illegally sourced wood and wood products.
- **European Timber Regulation:** in 2013, the European Union adopted its Timber Regulation which, like the Lacey Act, makes it unlawful to trade in wood from illegal sources.

It is our longstanding policy to ensure we and our fiber suppliers comply with all laws and our practices do not cause or encourage the destruction of forest areas at risk of loss due to illegal and unsustainable practices. We do not knowingly purchase or use wood, wood fiber, or products for distribution that originate from illegal logging. We conduct due diligence and document the species and country of origin of our products on our [Product Environmental Profiles](#). Our responsible fiber sourcing practices are guided by our [Wood Procurement Policy](#).



THE MAJORITY OF OUR WOOD SUPPLY IS FROM CERTIFIED SOURCES



Our certified timberlands
Other certified sources
 Not certified



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FOREST AND MANUFACTURING CERTIFICATES

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- Newsprint, printing & publishing papers ▾
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- Softwood Lumber, Lumber Purchases and Sales ▾
- Plywood/Veneer ▾
- Trus Joist® I-Joist ▾
- Trus Joist® Microllam® and Parallam® PSL ▾
- TimberStrand® and OSB ▾

ABSORBENT PULPS

Facilities	Certification	Certificate #	Expiration Date
Columbus, MS Modified Fibers	SFI Forest Management & Certified Sourcing	CERT-0075832	12-12-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
New Bern, NC	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018
	SFI Forest Management & Certified Sourcing	4Z112-SFZ	2-4-2016
Pt. Wentworth, GA	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018

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PAPERGRADE PULPS

Facilities	Certification	Certificate #	Expiration Date
Columbus, MS	SFI Forest Management & Certified Sourcing	CERT-0075832	12-12-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018
Grande Prairie, AB	SFI Forest Management & Certified Sourcing	CERT-0068742	2-4-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018
Pt. Wentworth, GA	SFI Forest Management & Certified Sourcing	4Z112-SFZ	7-30-2015
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018

LIQUID PACKAGING BOARD

Facilities	Certification	Certificate #	Expiration Date
Longview, WA	SFI Forest Management & Certified Sourcing	CERT-0068767	9-25-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018

NEWSPRINT, PRINTING & PUBLISHING PAPERS

Facilities	Certification	Certificate #	Expiration Date
Longview, WA	SFI Forest Management & Certified Sourcing	CERT-0068767	9-25-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018

SOFTWOOD LUMBER

Facilities	Certification	Certificate #	Expiration Date
Southern mills (w/ chain of custody)	SFI Forest Management & Certified Sourcing	CERT-0075832	12-12-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018
Southern mills (w/o chain of custody)	SFI Forest Management & Certified Sourcing	CERT-0075832	12-12-2016
	Dierks, AR		
	Dodson, LA		
	Holden, LA		
	Plymouth, NC		
Western mills	SFI Forest Management & Certified Sourcing	CERT-0068767	9-25-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018
Canadian mills	SFI Forest Management & Certified Sourcing	CERT-0068742	2-4-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018

SOFTWOOD LUMBER, LUMBER PURCHASES AND SALES

Facilities	Certification	Certificate #	Expiration Date
Federal Way	SFI Chain of Custody	CERT-0070516	5-13-2018
	PEFC Chain of Custody	CERT-0070510	5-12-2018

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PLYWOOD/VENEER

Facilities	Certification	Certificate #	Expiration Date
Southern mills Emerson, AR Zwolle, LA	SFI Forest Management & Certified Sourcing	CERT-0075832	12-12-2016
Western mill Foster, OR	SFI Forest Management & Certified Sourcing	CERT-0068767	9-25-2016

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TRUS JOIST® I-JOIST

Facilities	Certification	Certificate #	Expiration Date
Natchitoches, LA Eugene, OR	SFI Forest Management & Certified Sourcing	4Z531-SP4	9-14-2017

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TRUS JOIST® MICROLLAM® AND PARALLAM® PSL

Facilities	Certification	Certificate #	Expiration Date
Natchitoches, LA Eugene, OR Buckhannon, WV Vancouver, BC	SFI Certified Sourcing	4Z531-SP4	9-14-2017

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TIMBERSTRAND® AND OSB

Facilities	Certification	Certificate #	Expiration Date
TimberStrand® Kenora, ON	SFI Certified Sourcing	CERT-0068742	2-4-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
	FSC Chain of Custody	QMI-COC-001330	5-15-2018
	FSC Controlled Wood	QMI-CW-001330	5-15-2018
Canadian OSB Edson, AB Hudson Bay, SK	SFI Certified Sourcing	CERT-0068742	2-4-2016
	SFI Chain of Custody	SAI-SFICOC-013349	5-13-2018
	PEFC Chain of Custody	SAI-PEFC-013349	5-12-2018
Eastern US OSB Grayling, MI Elkin, NC Sutton, WV	SFI Certified Sourcing	4Z112-SF7	7-30-2015
Southern US OSB Arcadia, LA	SFI Certified Sourcing	CERT-0075832	12-12-2016

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PRODUCT STEWARDSHIP

We create useful products made from trees, one of nature's most remarkable and renewable resources. In turn, it's our responsibility to ensure our products are safe and healthy for people who make and use them and for the environment.

COMPREHENSIVE POLICY

We start with our comprehensive [Product Stewardship Policy](#), which states our commitment to considering environmental, health and safety implications for our products, from product design to end of life. Implementation of this policy reduces risk and liability, promotes compliance with applicable regulations and helps deliver sustainable products to the marketplace.

ACCURATE INFORMATION

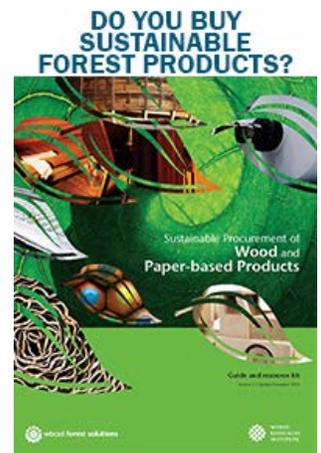
Next, since product advertising and marketing is complex in today's world, we are careful to provide accurate and truthful information about our products so that consumers and customers clearly understand our products and their benefits.

- Our [Product Environmental Profiles](#) help educate and inform our customers and other stakeholders about the environmental aspects of our most popular products.
- We are a long-time supporter and contributor to the [Guide to Sustainable Procurement of Wood and Paper-based Products](#) (aka the Sustainable Forest Products guide), which helps procurement managers make informed choices when purchasing forest products.
- We are a member of the U.S. Council of Better Business Bureaus' National Advertising Division, which employs attorneys with expertise in claims substantiation, advertising and trade regulation, litigation and arbitration.

STRONG COMPLIANCE

Comprehensive policies and creating helpful procurement guides are one thing. Complying with laws and regulations is another. We are committed to complying with all applicable product-related regulations, including the following:

- Our policy in advertising and marketing is to comply with all applicable laws in the country where we are communicating. Worldwide, we apply the U.S. Federal Trade Commission's guidelines, commonly known as the "Green Guides."
- We employ people in our businesses and our legal team with expertise in consumer protection and advertising law. We train our business marketing managers to comply with applicable laws and policies and regularly conduct centralized reviews of selected advertising and marketing materials, especially if they involve environmental marketing claims.
- We work to ensure our food-contact packaging materials comply with the federal Food, Drug and Cosmetic Act regulations.
- Most of our cellulose fiber products (CAS #65996-61-4) are exempt from REACH registration per Annex IV of the regulation.
- [We inform customers](#) of the potential hazards of our products as required under California Proposition 65.



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PRODUCT ENVIRONMENTAL PROFILES

Providing information about the sustainability aspects of our products is one step toward helping our customers and other interested parties make informed purchasing decisions. Our Product Environmental Profiles summarize the environmental attributes of some of our most popular products, from raw material sourcing to manufactured products (also called “cradle-to-gate”). Read our full [methodology](#) for more information.

- [Absorbent Pulp](#)
- [Papergrade Pulp](#)
- [NORPAC Newsprint, printing and publishing papers](#)
- [Liquid Packaging Board](#)
- [Trus Joist® I-Joist®](#)
- [Trus Joist® and Weyerhaeuser Strand Products](#)
- [Trus Joist® Microllam®LVL and Parallam® PSL](#)
- [Softwood Lumber](#)

ENVIRONMENTAL PRODUCT DECLARATIONS

In 2013, The American and Canadian Wood Councils issued industry-wide cradle-to-gate environmental product declarations for four wood products that we manufacture: [softwood lumber](#), [softwood plywood](#), [oriented strand board](#), and [glue laminated timbers](#). These third-party verified Environmental Product Declarations are based on life cycle assessment results from North American wood products data and cover the life-cycle that includes raw material extraction through the manufacturing process.

Life cycle assessment is a methodology to quantify the internationally recognized environmental impacts and energy consumption data of a product or service for some or all of a specified portion of a product's life-cycle. Environmental Product Declarations are the standardized (ISO 14025) way to communicate life cycle assessment results about a particular product or service.

WE PROVIDE



PRODUCT ENVIRONMENTAL PROFILES THAT HELP OUR CUSTOMERS MAKE INFORMED DECISIONS

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GREEN BUILDING

Green building aims to increase energy and water efficiency, use less toxic materials and enhance occupant comfort. We believe wood products and green building go hand in hand. With us, building green doesn't start at the job site — it starts in the forest. We optimize each tree by using proprietary manufacturing and design software technologies to create wood products that are environmentally responsible choices for green building.

Green building, like sustainable forestry, is guided by voluntary standards to which a project (or building) must verify compliance. Some green-building standards have been adopted by federal, state and local governments. Others are administered by homebuilding industry associations and other voluntary groups. We support voluntary, consensus-based green-building standards that incorporate life-cycle assessments and specify wood products from responsible and certified sources.

WOOD MEASURES BETTER

Independent life-cycle assessments show that wood requires less energy to produce — and provides better insulation from cold and heat — than steel and concrete. The [Consortium for Research on Renewable Industrial Materials](#) found that in a typical home, wood construction offers the following advantages:

- wood requires 17 percent less energy and generates 26 percent less greenhouse gas emissions than steel
- wood requires 16 percent less energy and generates 31 percent less greenhouse gas emissions than concrete

Learn more about this work in this [factsheet](#).

OUR PRODUCTS IN GREEN BUILDINGS

Our wood products offer several solutions to meet the needs of builders committed to sustainable building, including products that are eligible for credits under major green-building standards and software and support services to help builders meet the requirements of these standards.

- We promote innovative construction techniques, such as NextPhase Site Solutions, which can reduce job-site waste by up to 50 percent by optimizing design, material cuts and assembly. Builders using NextPhase can receive credits under major green-building standards, including the National Green Building Standard and LEED for Homes.
- Our entire wood products line was the first to receive a "green" designation from Home Innovation Research Labs (formerly the National Association of Home Builders Research Center) and was certified in early 2009 for use under the National Green Building Standard. As this standard continues to grow in popularity, we are proud to have been one of its earliest supports and adopters.
- We were the first manufacturer to have our entire wood products line independently certified by the ICC Evaluation Service under its innovative SAVE Program (Sustainable Attributes Verification and Evaluation).

Read the [Product Environmental Profiles](#) for some of our most popular wood products.



A WOOD-FRAMED HOME HAS LOWER EMBODIED GHG EMISSIONS

WOOD	-26%
STEEL	

WOOD	-31%
CONCRETE	

CORRIM Report on Environmental Performance Measures for Renewable Building Materials

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INNOVATION

Innovation is a core value at Weyerhaeuser. Whether you look in the labs at our technology center, or on the floors of our operations, you'll find people seeking new and better ways to get results and meet the evolving needs of our customers.

SUPERIOR SEEDLINGS AND GROWING MORE TREES

We start by building on decades of research to grow stronger, straighter trees.

- Our seedlings are high-quality and reflect our leadership in tree-growing and propagation technologies.
- We pioneered new ways to improve frost hardiness and root development and adopted "wrenching" treatments to produce compact, fibrous roots that help trees establish rapidly in the field.
- We were the first to develop freezer storage for late-season planting.

Using site-specific information, we plant seedlings from parents selected for superior growth and wood quality, control invasive species and other competing vegetation, fertilize soil, and thin the forest before final harvest, allowing us to grow wood much faster than in comparable unmanaged forests, while maintaining the health of the overall ecosystem.

INNOVATING NEW PRODUCTS FOR OUR CUSTOMERS

We are always pushing to find solutions for our customers, such as products that use renewable materials in place of non-renewables and do more with less.

RENEWABLE MATERIALS IN PLACE OF NON-RENEWABLES

- [TJI® Joists with Flak Jacket™](#): replaces a layer of non-renewable gypsum with a new, one-hour fire-rated assembly and eliminates the need for expensive mineral wool, simplifying the construction of multi-family structures.
- [THRIVE™](#): revolutionary breakthrough addressing an emerging global interest in using natural fibers as thermoplastic reinforcing additive, such as in automotive parts, office furniture, household goods and kitchenware, and small and large appliances. Products made with THRIVE require less energy to produce and can reduce wear and tear on processing equipment when compared with those containing abrasive short glass fibers.
- [StructureServ® and StructurePac®](#): new grades support the transition from Styrofoam (EPS) hot coffee cups to paper-based insulated cups. A new oxygen barrier carton grade is designed for the growing milk-alternative beverage (e.g., almond, coconut) packaging segment with a reduced greenhouse gas footprint.
- Aviation Biofuel: we participate in the [Northwest Advanced Renewables Alliance](#), a consortium of private industry and educational institutions working to harness woody biomass for aviation biofuel.
- Lignin-Based Carbon Fiber: with our partner [Zoltek](#), we are working to produce a low-cost carbon fiber incorporating the natural polymer lignin (a byproduct of manufacturing wood products and paper), which could potentially enhance the energy efficiency of carbon fiber and be used in more fuel-efficient vehicles. In 2013, precursor fibers were converted into the first commercial-scale trial carbon fibers.

DO MORE WITH LESS

- [Framer Series™ Lumber](#): structural framing series that reduces customer on-site waste by 11 percent compared to typical lumber products.
- [Treater Series™ Lumber](#): treated structural framing series that reduces inventory loss and cull rates and minimizes bargain bin piles and disposal costs, thus reducing waste for our customers.
- [Norbrite® 92](#): a printing and publishing paper made from thermo-mechanical pulp fiber, rather than the traditional kraft process, offering a wood-fiber yield twice that of uncoated free-sheet paper products.
- [Arborite® Fertilizer](#): allows agricultural and forestry users to reduce nitrogen rates by as much as 20 percent by reducing volatility while maintaining productivity. Lower nitrogen rates and reduced volatility can mean lower greenhouse gas emissions, less nitrogen runoff and more nitrogen directed to the crops.



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INVESTORS

Our goal is to be the first choice for those who choose to invest in the forest products industry. To this end, we are relentlessly focused every day on flawless execution in our operations to generate great financial results, outperform competitors, and create long-term shareholder value. We also take a thoughtful and disciplined approach to managing risk and ensuring responsible governance.

In this section, you'll learn about:

- Our [financial goals and results](#)
- How we [manage our financial, social, and environmental risks](#)
- Our commitment to [ethical conduct and integrity](#)
- Our transparent participation in the [political process](#)

You may also be interested in our comprehensive [data and GRI Content Index](#).



MEMBER OF
Dow Jones
Sustainability Indices
 In Collaboration with RobecoSAM



FTSE4Good



GLOBAL100

Weyerhaeuser has been listed on the prestigious North American Index since 2005 and on the World Index since 2011.

Weyerhaeuser meets the requirements to be part of this equity index series, designed to facilitate investment in sustainable companies.

Weyerhaeuser is included on this list of the top ten percent of sustainability and financial performers among 3,500 global stocks.

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FINANCIAL RESULTS

Our goal is to achieve great financial results through flawless execution every day. To achieve this, we are relentlessly focused on operational excellence, which we define as delivering quality products that our customers want and are willing to pay for, and doing it at the lowest possible cost.

Each of our businesses has set aggressive operational excellence targets, which we have [shared openly with our investors](#). Across the company, employees are working to achieve these targets by driving improvement in areas such as uptime, reliability, throughput, energy efficiency, productivity and maintenance.

We're also focused on [developing our people](#) to ensure we have the right leaders in place now and in the future to deliver great results.

MEASURING SUCCESS

We define success as:

- Consistently outperforming competitors in each business, regardless of market conditions
- Generating total shareholder return that is the best in our industry and in the top third of the S&P 500.



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RISK MANAGEMENT

Managing our environmental, safety, social and public-policy risks is critical to our success. Our disciplined process for setting companywide strategic direction for these risks gives our employees, senior management team and board of directors the ability to make smart, informed decisions and implement them effectively.

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

COMPANYWIDE

Enterprise Risk Management

- This annual analysis identifies risks, evaluates the likelihood of an occurrence, and determines if each risk could have a significant impact to our company. It is conducted under the guidance of our chief financial officer and reviewed by our board of directors.

Internal Audits

- We conduct regular audits to ensure compliance with environmental, safety and financial regulations, voluntary standards and our own company policies. When noncompliance issues are identified, corrective action plans are developed and implementation is tracked to ensure timely resolution.

Sustainability Analysis

- We conduct an annual sustainability significance assessment, performance review and trend analysis that is shared with our board of directors and senior management team.

Ethical Business Conduct

- We have a robust [ethics program](#) that ensures our employees understand and follow our code of ethics, participate in regular ethics training, and model and promote ethical behavior, including training on and compliance with anti-trust and anti-corruption laws.

Companywide Policies

- [Environmental Policy](#) and [Health and Safety Policy](#)
- [Product Stewardship Policy](#) and [Chemical Management Policy](#)
- [Human Rights Policy](#) and [Supplier Code of Ethics](#)
- [Sustainable Forestry Policy](#) and [Wood Procurement Policy](#)

FINANCIAL

Internal controls

- To help ensure our 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. An independent public accounting firm audits our internal controls on an on-going basis and confirms they are effective and have no material weaknesses. See our [Annual Report \(pages 96 -97\)](#) for more information.

ENVIRONMENTAL

Environmental Management Systems

- EMS provides a disciplined approach to implementing our core environmental policy and evaluating performance.
- 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 December 31, 2013, 18 percent of our manufacturing facilities had an EMS registered to ISO 14001, 93 percent of our manufacturing facilities had an "ISO-ready" EMS in place, and 100 percent of our timberlands had an EMS aligned to ISO 14001.

Forest and Product Certification

- We ensure independent [certification to sustainable forestry standards](#).



SAFETY

Weyerhaeuser Safety Strategy & Framework

- These guidelines detail our commitment to driving lasting improvement in safety in all our operations.

Safety and Health Information Management System

- This is our safety incident tracking system, which enables us to investigate information, track the progress of corrective actions, analyze company trends, and identify potential future risks in health and safety performance.

Health and Safety Exchange

- This is the basis for our audit system that assesses a facility's ability to identify, manage and control health and safety risks.

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OPERATING ETHICALLY

WE LEAD WITH INTEGRITY

For Weyerhaeuser, integrity is a core value based on earning trust through honest action. We strive to always do the right thing in the right way. We have a robust ethics program that ensures all our employees understand and follow our code of ethics, participate in ethics training on a regular basis, and model and promote ethical behavior.

We issued our first code of ethics, *Weyerhaeuser's Reputation, A Shared Responsibility*, in 1976. It is currently in its 8th edition and is translated into six languages, ensuring broad access for all our stakeholders. The code applies to all employees, officers of the company, and the board of directors. It explains the standards of conduct that we are expected to follow, including standards relating to antitrust and competition laws, anti-bribery laws, conflicts of interest, intellectual property, safety and health, human rights, international business conduct and more.

WE LISTEN

To report concerns or ask questions, anyone can call our EthicsLine at 800-716-3488 or use [Weyerhaeuser EthicsOnline](#). Both are confidential and can be used anonymously, are managed by an independent company, and are available in many languages, 24 hours a day, and seven days a week.

Users can report potential violations of the code of ethics, company policies, or the law and are able check back on cases. These confidential case reports are quickly referred to our Ethics and Business Conduct office. Cases we receive and respond to include questions on company policies and procedures, potential conflicts of interest, and various employment-related and other concerns.

The Ethics and Business Conduct office relays concerns about accounting, audit matters or internal controls to our board of directors. Concerns about accounting, audit matters or internal controls can also be submitted directly to the chair of the board of directors' Audit Committee by contacting our corporate secretary at 253-924-2802.

WE IMPROVE

We make ongoing improvements to our program, including revising our code of ethics, providing ethics training to all employees on a regular basis, and ensuring completion of our certificate of compliance survey by targeted employees. Our [Ethics and Business Conduct Charter](#) describes how our program is managed internally, including information on governance and oversight. In 2013, we launched companywide ethics training with a 98 percent completion rate, updated antitrust and competition law training, and a new electronic media use training module.

WE VALUE 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. Although we believe we do not have major operations in countries or locations where human rights — including freedom of association, child labor, and forced labor — are at risk, we understand that any company operating in today's global marketplace needs to ensure that policies and programs are in place to ensure human rights issues do not arise.

Our [Human Rights Policy](#), guided by the United Nations Universal Declaration of Human Rights, is also referenced in our Code of Ethics. Our cross-business human rights working group assesses and enhances our existing policies, practices, and programs. We track human rights concerns and report any major concerns to our board of directors.

We recently performed an assessment of our human rights program using the Ruggie Framework and identified and addressed a few due diligence items, including updating our human rights policy on the topic of free, prior, and informed consultation with indigenous groups, improving our communication methods related to human rights concerns, and fully integrating our human rights policy and due diligence processes into our different businesses and functions. We also rolled out supplier code of ethics training for procurement professionals — employees most likely to intersect with human rights concerns.


**WEYERHAEUSER
CODE
OF ETHICS**
OUR REPUTATION:
A SHARED RESPONSIBILITY
8TH EDITION


WE EXPECT OUR SUPPLIERS TO ACT ETHICALLY

Given our unique structure and place in the global supply chain, we use a variety of processes to ensure our supply chain is responsibly managed.

Safe and sustainable

- We select suppliers who act sustainably and hold themselves as responsible stewards of the supply chain. We expect our suppliers to provide a safe work environment, comply with and maintain policies consistent with our applicable environmental, health and safety laws, and to act in accordance with our Supplier Code of Ethics when working for us.

Supply continuity

- We establish robust supply chains for our products, if no such supply chains exists. If supply chains exist, we enhance their performance. We also recognize that talent and innovation are found everywhere in our communities, and seek diversity among our suppliers.

Lowest possible cost

- We consider the price of a good or service to be merely one component of the total cost of the product or service. We also consider other associated costs, such as administrative costs, ongoing technical support and maintenance, risks of use and alternatives, and supply chain resilience.

Creation of value

- To mitigate risk and create the best possible value, our procurement programs are committed to reducing costs, reinforcing the supply chain and selecting the right suppliers aligned with our needs and values.

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

The California Transparency in Supply Chains Act of 2010 requires retailers and manufacturers that do business in California "to publicly disclose their efforts to eradicate slavery and human trafficking from their direct supply chains." Given that the majority of our raw materials are sourced—and almost all our manufacturing activities are conducted—in North America, we believe the risk of slavery or human trafficking in our supply chain is low. Nonetheless, we have a variety of mechanisms in place to assess and reduce these risks in our supply chain, including the information above as well as the following:

Expectations for suppliers

- The [standard terms of purchase that apply to our U.S., Canadian and European-based supply contracts](#) require suppliers to comply with all applicable laws, including safety, labor and employment laws. Our suppliers must become familiar, comply and maintain policies consistent with our environmental, health and safety requirements.

Human rights

- Our human rights policy prohibits the use of "chattel slaves, forced labor, bonded laborers or coerced prison labor" and we expect that our suppliers will maintain fair working conditions and freedom of engagement and association.

Third-party certification of fiber sourcing

- All of our manufacturing facilities are certified to the Sustainable Forestry Initiative® Certified Sourcing Standard, which includes Objective 13: avoidance of controversial sources including fiber sourced from areas without effective social laws. This objective requires companies that source forest-based raw material from outside the U.S. and Canada to have a process to assess the risk of fiber sourcing occurring in countries without effective laws addressing workers' health and safety, fair labor practices, indigenous peoples' rights, anti-discrimination and anti-harassment measures, prevailing wages, and workers' right to organize. Our facilities are also certified to the SFI, PEFC, FSC chain of custody standards and FSC controlled wood standard, which include requirements for demonstrating that we are at low risk of sourcing from "controversial sources," including health and labor issues.

Additional assessment of foreign suppliers

- As a member of the Customs-Trade Partnership Against Terrorism, we conduct risk assessments of our foreign suppliers, including the threat of smuggling humans. We also gather information to assess whether security vulnerabilities may create a high risk supply chain and, if indicated, develop a map of the supplier's cargo flow and



business partners. If needed, we work with our suppliers to develop a corrective action plan to address any gaps or vulnerabilities, and periodically audit suppliers and any specific supplier action plans.

Accountability

- A supplier's failure to comply with the above expectations will result in termination of the supplier relationship. Employees who fail to comply with these expectations are subject to disciplinary action up to and including termination of employment.

Transparency and Disclosure

- We publicly report on our progress toward meeting our long-term sustainability goals annually. We also support the use of internationally accepted standards to give stakeholders an objective, third-party analysis to judge whether a company is following responsible, sustainable forestry practices and effectively managing its environmental impacts.

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PUBLIC POLICY

We participate 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.

COMPANY ACTIVITIES

Our 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 Governance and Corporate Responsibility Committee of the board of directors. Issues of particular importance to us include:

- Green building and bio-based purchasing programs, standards and recognition for the sustainable attributes of wood and forest products
- Energy policy, including the role of biomass in renewable energy policies and rates levied by the Bonneville Power Administration
- Climate policy, including impacts on manufacturing costs and positive recognition of sequestered carbon in forests and forests products
- Clean air and water policies, including impacts on manufacturing processes and forest management activities
- Conservation of and access to the boreal forest and protection of caribou in Canada
- Softwood lumber trade between the United States and Canada
- Taxation of timberlands in the United States

To advocate our positions, we rely on government affairs professionals, assisted by business managers and subject-matter experts. 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.

All laws and regulations regarding in-kind contributions, use of corporate facilities and resources, independent expenditures, and gifts and ethics laws are 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. We disclose all transactions in our [annual report of company political donations](#).

EMPLOYEE ACTIVITIES

We strongly support employee involvement in political affairs and encourage and support lawful individual activities that involve political parties, candidates or issues. Our employees must comply with all laws, regulations and company policies regarding gifts to, and entertainment of, government officials.

Employees may communicate personal opinions to government officials. However, our 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.

We encourage employees to register and exercise their right to vote. We also may ask employees to communicate with public officials through the company website on important company issues. 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.

POLITICAL CONTRIBUTIONS

Political contributions reflect one dimension of participation in the political process. To ensure we are in compliance with all applicable laws, our political contributions are managed by our public affairs team, under a general delegation of authority from the company's general counsel. No contribution may be given in anticipation of or in return for an official act.

UNITED STATES



Annually, we disclose our political contributions made in the United States in our [report of political donations](#). Some states allow companies to contribute directly to campaigns for state and local offices and for ballot measures, a democratic process in which we participate. These contributions are filed as required at state and local levels. In 2013, Weyerhaeuser Company and our U.S.-based subsidiaries donated \$250,113 in the following states: [Alabama](#), [Arkansas](#), [California](#), [Florida](#), [Georgia](#), [Louisiana](#), [Mississippi](#), [Nevada](#), [Oregon](#) and [Washington](#).

We also sponsor a U.S. employee-funded Weyerhaeuser Political Action Committee, which solicits voluntary contributions from eligible shareholders, employees, and our company board of directors. Decisions regarding contributions are controlled by an employee-based board of trustees and advisers, chaired by our CEO. These contributions are bipartisan and based on a variety of considerations. WPAC contribution reports are filed with the Federal Elections Commission and we provide a summary in our annual report of [WPAC political donations](#). In 2013, our WPAC donated \$223,500 to federal candidates, committees and some state candidates.

CANADA

Canadian 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, as well as in our annual report on [Canadian political donations](#). In 2013, Weyerhaeuser Company Limited, our Canadian subsidiary donated CA\$64,320 to political parties or candidates in Canada.

ARCHIVE

- [Political Donations in 2012](#)
- [Political Donations in 2011](#)
- [Political Donations in 2010](#)
- [Political Donations in 2009](#)

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EMPLOYEES

To be a truly great company, Weyerhaeuser must also be a great place to work. Our strong values form a solid foundation, but we believe talented people expect much more than that from their workplace. Our people also want to be part of a winning team where they can make a difference every day, get rewarded for results, and have plenty of opportunities to grow throughout their careers.

In this section, you'll learn about:

- Our fierce [commitment to operating injury-free](#)
- How we [attract, retain and develop our people](#)
- How we foster a [diverse and inclusive](#) workplace
- The support we give to [employees who volunteer in their communities](#)

You may also be interested in:

- Our strategy for [achieving great financial results](#)
- Our commitment to [ethical business conduct and integrity](#)
- The contribution we make to society with [important, sustainable products](#)



Weyerhaeuser has been named one of the World's Most Ethical Companies by the Ethisphere Institute five times.



Weyerhaeuser was named a "Best Diversity Company" by the readers of Diversity/Careers in Engineering and Information Technology magazine.

**FORTUNE
MOST
ADMIRIED**

Weyerhaeuser has held the position first, second or third on FORTUNE Magazine's Most Admired Companies in the World list in our industry since 1988.

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HEALTH AND SAFETY

SAFE TO THE CORE

Safety is a core value at Weyerhaeuser. We believe all incidents are preventable and that working injury-free is possible. Because the work we do carries risk, all our facilities and operations use proven tools and systems to identify hazards, mitigate risk, learn from incidents and inspire our people to always make the safe choice — every task, every time.

From our senior leadership to our front-line supervisors, visible, consistent commitment to safety makes a significant impact. Our leaders hold themselves and others accountable for demonstrating caring, safe behaviors and correcting hazardous situations. Our employees are fully engaged and share responsibility and accountability for safety.

Our ultimate goal is to operate injury-free. We know this is possible because most of our facilities already operate injury-free on a rolling twelve-month basis. Our 2020 target is for 90 percent or more of our sites to operate injury-free. In 2013, 73 percent of our operations reported no injuries, which is below our internal milestone. To improve our performance in this area, we are working with our lower-performing facilities to identify and implement actions and behaviors that will lead to injury-free.

We also measure our recordable incident rate. In 2013, we maintained an RIR of less than one for employees (0.87) and contractors (0.81), resulting in an "achieves" rating for this goal.

SAFE FROM THE START

Our companywide safety strategy, *Safe from the Start: Our Journey to Injury-Free*, defines the five basic elements of our approach:

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

We support our strategy with the following tools:

- Annual companywide performance objectives
- A companywide [Health and Safety Policy](#)
- A [benefits package providing access to multiple health-related perks](#) and [work/life balance opportunities](#)
- 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

We understand that to prevent injury, we must learn from our safety incidents and near misses. We require 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. We collect and analyze information related to work-related injury and illness, environmental incidents, near misses, hazard observations, property damage, fire/explosion, vehicle incidents, process loss, and product damage.

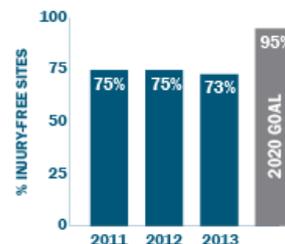
Fatalities

It is not acceptable for any person to lose his or her life while working for us. The worst thing that could happen occurred on October 8, 2013. A contractor's employee working in our Southern Timberlands operation was struck and killed by a low-boy trailer's ramp when it fell from its upright, stowed position. This incident, as with all serious health and safety incidents, was reviewed by our senior management team and board of directors after thorough investigations. Lessons learned from the incident were communicated to all employees and appropriate contractors and the recommendations were implemented.

[See all of our safety data here.](#)



WE ARE AIMING FOR INJURY-FREE



WE ARE A SAFETY LEADER

Recordable Incident Rate
AF&PA 2013 Safety Benchmark Report



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DEVELOPING OUR PEOPLE

DEVELOP GREAT LEADERS

To build a sustainable workforce, we must develop a strong bench of leaders, at all levels, who can deliver extraordinary business results. We expect our leaders to:

- Shape winning strategies
- Drive change
- Inspire for execution
- Build partnerships
- Develop tomorrow's team
- Deliver results

In 2013, we set a goal to improve our ratio of ready-now candidates to critical leadership positions. To help meet this goal, we rolled out a disciplined program to accelerate people development across the company. Our senior management team conducted a leadership capabilities review, which identified critical development needs, high-potential candidates, and mentoring opportunities.

We also made a number of senior-level leadership changes in 2013. We filled many of these roles with qualified internal candidates, but this rapid and extensive change left us with new gaps to fill at lower levels. For this reason, we are rating ourselves "below" in meeting our internal ratio metrics for ready-now candidates. In 2014, we are continuing our work to develop our leaders, including arming our people with skills to assess and develop talent and measuring and rewarding results achieved against specific people-development targets.



RETAIN AND BUILD TALENT

As work force demographics in North America continue to shift, it is critical for our long-term success that we excel at attracting and retaining diverse talent to help us deliver on our commitments to customers and shareholders. We do this by:

- Cultivating a performance-driven culture that rewards results, with individual goals clearly tied to company and business-unit goals.
- Providing regular candid feedback on performance, and ensuring employees have the tools they need to be successful.
- Tying compensation to results achieved in alignment with our company vision, which focuses on operational excellence, people development, key behaviors and core values, including sustainability.
- Providing strategic training and professional development opportunities to employees at all levels.
- Providing a competitive pay and benefits package that addresses the needs of a multi-generational workforce.

In 2013, our recruiting activity continued to increase, with 2,000 hires (both new hires and rehires), an 11 percent increase compared with the previous year. We were well below our 8 percent voluntary turnover target with an almost 96 percent retention rate.



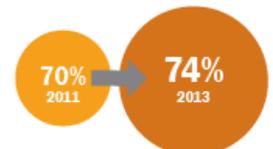
STRENGTHEN EMPLOYEE ENGAGEMENT

We measure the overall effectiveness of our work environment every two years through our companywide employee engagement survey. All employees have the opportunity to give honest feedback on questions about safety, training, ethics, work-team effectiveness, leadership effectiveness, company strategy, and overall satisfaction with Weyerhaeuser.

In 2013, with an 89 percent response rate, our results show we are maintaining or improving in all the categories we measure. Overall engagement was positive, with a score of 74 percent, up from 70 percent in 2011. Compared with a benchmark provided by the company that conducted our survey, our scores were higher than the 50th percentile based on questions common to other companies.

We believe the value of engagement surveys is captured largely at the team level, with leaders and employees working together to implement actions plans for improvement in specific areas. All our business and functional leaders are held accountable for identifying areas of strength and opportunity and implementing action plans to close gaps.

IMPROVED OVERALL SCORE IN EMPLOYEE ENGAGEMENT



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DIVERSITY AND INCLUSION

We strive to create a diverse, inclusive work environment where all employees feel valued, have the opportunity to grow and are driven to succeed. We believe this is both the right thing to do and good for business. Embracing diverse experiences and points of view leads to better decision-making, and as our external stakeholder groups become more diverse, so must our work force.

WE MODEL INCLUSIVE LEADERSHIP

Our Inclusive Leader Learning Series focuses on four leadership behaviors:

- Building trust
- Expanding circles of influence
- Demonstrating commitment to diversity and inclusion
- Providing equal opportunity for growth and development

WE HOLD OURSELVES ACCOUNTABLE

We regularly review our strategies and renew our action plans to address any work force gaps in our organization. Governed by federal regulations, our compliance activities require that we have effective affirmative action plans in place that identify strategies and plans for addressing placement goals. In addition, we are implementing processes and procedures in support of new Federal regulations related to individuals with disabilities and protected veterans.

We measure our progress against key targets. We monitor how effective we are at recruiting, hiring and promoting a diverse workforce. We also look at the representation of women and minorities in our U.S.-based management, professional and sales positions. In 2013, representation in these groups increased by 1.3 percent, within our annual target.

WE CULTIVATE INCLUSION

Beyond compliance, we recognize that we must create a culture that values diversity and provides a welcoming, inclusive place for our employees to work. As a foundation, we have robust, companywide anti-discrimination and anti-harassment policies and resources, including:

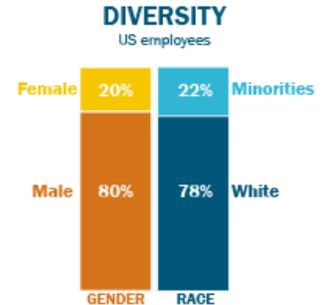
- Ongoing training on harassment prevention, affirmative action, and managing a diverse and inclusive workforce
- Risk mitigation assessments
- A “no tolerance” approach to discrimination or harassment of employees, suppliers, customers, and visitors

Externally, we nurture relationships with a number of key national and regional organizations such as the National Society for Minorities in Agriculture, Natural Resources, and Related Sciences, Hire America’s Heroes, and the Aboriginal Human Resource Council in Canada.

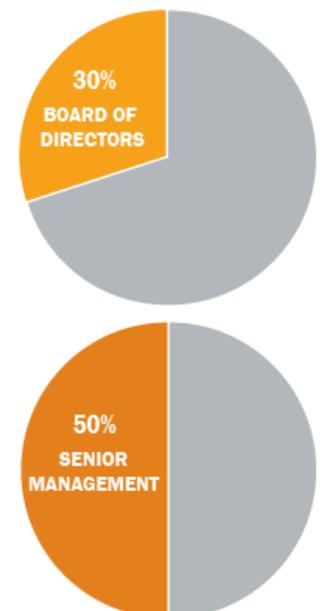
Internally, we have a number of resource groups, or diversity business networks, designed to give employees an opportunity to share experiences, gain exposure to other businesses, acquire mentors, partner across networks, and provide feedback to company leaders, including:

- **Access** (for people touched by disability)
- **Colors** (LGBTQ Networking, Education and Support)
- **Generation Next** (geared toward employees under age 35)
- **HOLA** (Hispanics for Outstanding Leadership and Advancement)
- **Veterans** (support and encouragement for military veterans and family members)
- **WABN** (Weyerhaeuser Asian Business Network)
- **WBEA** (Weyerhaeuser Black Employee Alliance)
- **WIA** (Women In Action)

[See our full diversity data here.](#)



WOMEN LEADERS



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VOLUNTEERING

OUR WAVES MAKE QUITE A SPLASH

Our employees tell us they feel more energized and fulfilled when they spend time volunteering in their communities. In countless ways, they generously offer their skills, compassion and dedication to improve the world we live in. They are at the heart of our community engagement program — and we are proud to support their work through our Weyerhaeuser Active Volunteer Employees program, also known as WAVES.

Sponsored by our Giving Fund, individuals or teams can apply for WAVES grants to support a broad range of social, environmental and economic organizations that employees volunteer for in their communities. This combination of funding and volunteerism strengthens local nonprofit and civic programs and helps our company contributions go further.

In 2013, our employees, retirees, families and friends contributed more than 42,154 volunteer hours through our WAVES program. As a result of their efforts, our Giving Fund awarded 211 WAVES grants of \$1,000 to \$5,000 to the organizations where they volunteered.

We honor some of our most outstanding volunteers each year through our Volunteer of the Quarter program. Anyone can nominate a Weyerhaeuser employee volunteer by filling out and submitting [this nomination form](#).

AND THE WAVES KEEP ROLLING

Every year, our employees collect and donate hundreds of thousands of diapers for families in need during our signature annual companywide event — [Operation Diaper Drive](#).

Our employees also take time to assist communities around the world through our Disaster Relief Employee Volunteer Program, which allows individuals to take up to 80 hours per year of paid time off to help a Weyerhaeuser location or community affected by disaster. Employees volunteer with a qualified nonprofit agency or government agency that is actively working to assist the affected community. In certain cases, employees may also partner with a qualified organization outside North America if Weyerhaeuser has formally declared support to the rebuilding efforts.

And, even at work, our employees are devoted volunteers. From diversity-network events to local fund-raising drives and our headquarter-region green team (named "The Sustainables"), we encourage our employees to think outside of their normal work scope, spend time on the issues they care about, and have fun — even at work!

[See our full employee involvement data here.](#)



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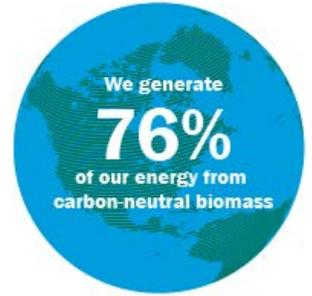
We operate in many towns, cities and counties across North America and internationally. We understand that to continue doing business in these communities, we must work hard to earn their trust. That's why we strive to be a good neighbor who listens well, acts with integrity and operates transparently.

In this section, you'll learn about:

- Our commitment to [giving back to our communities](#) with dollars and time
- Our long history of [sustainable forest management](#)
- How we reduce our [environmental footprint](#) and improve our operations
- The role our company plays in helping to mitigate [climate change](#)
- How we engage with our [stakeholders](#) and encourage honest [feedback](#)

You may also be interested in:

- Our strategy for [achieving great financial results](#), which creates jobs
- Our commitment to [ethical business conduct and integrity](#)



Weyerhaeuser is included in this index for demonstrating superior management, mitigation and adaptation in the field of climate innovation.



Weyerhaeuser has twice been named one of the Top 50 Most Community-Minded Companies for improving quality of life in the communities where we operate.

#6

Weyerhaeuser ranks #6 on the list of 100 Best Corporate Citizens, according to Corporate Responsibility Magazine.

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COMMUNITY INVESTMENT

We are deeply connected to the communities where we operate and have a long history of doing our part to help them thrive. We made our first charitable donation in 1903 and have provided more than \$217 million in grants through our formal giving program, established in 1948. In both rural and urban settings, we support hundreds of important organizations and programs in the communities where we operate with money, time, skills and resources.

HOW WE INVEST

In 2013, we invested \$5.2 million in our communities through four main channels:

Giving Fund

The majority of our philanthropy is directed through our [Giving Fund](#), which:

- Makes cash contributions to community organizations through local grants
- Sponsors our annual [Operation Diaper Drive](#), a companywide initiative that supports families in need
- Supports disaster-relief funding

Business Support

- Our businesses provide direct support to our communities and help advance key strategic or business priorities through both charitable and in-kind donations.
- Our headquarter region also has an annual [seedling donations program](#).

Employee Volunteerism

- We support employee volunteers and their causes through our [WAVES program](#)
- We also encourage employees to offer [volunteer support](#) for disaster relief

Research and Partnerships

- We invest in research and partner with organizations to foster scientific collaboration that will improve best management practices and bolster innovation in our industry.

[Review our full giving data.](#)



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SUSTAINABLE FOREST MANAGEMENT

TREES: A REMARKABLE, RENEWABLE RESOURCE

Forests provide habitat for wildlife, protection for clean water and air, and recreation for people. Since trees are a renewable resource, when managed sustainably they also can be used to address important human needs without ever exhausting the supply. In a world with population growing at a rate of approximately 70 million people a year, we believe trees can and should be managed well to meet basic needs in our society: shelter, sanitation, packaging and communication.

Sustainable forestry is synonymous with Weyerhaeuser. By responsibly managing our forests, we ensure our manufacturing facilities have access to sufficient volumes of raw material while simultaneously maintaining the benefits forests provide beyond forest products. You can read more about these additional benefits in our [ecosystem services](#) section.

We rely on comprehensive internal policies and management systems to ensure we implement the most innovative, efficient, and sustainable practices available. Our [Sustainable Forestry Policy](#) is the cornerstone of this work.

We also recognize that sustainable forestry requires continuous improvement based on a foundation of sound scientific research and technological innovation. We invest in research and partner with others in ways that support our activities on the ground. In 2013, we spent \$22 million on forestry research that provided scientific insight into a variety of critical areas, including biodiversity, fish and wildlife, and forest health and productivity.

OUR FORESTS

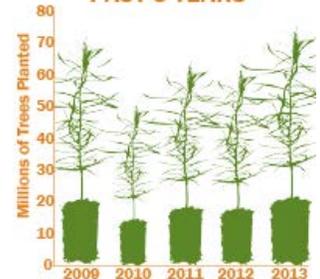
We own and manage 20.9 million acres of timberlands in the Pacific Northwest and the Southeastern United States, across central and western Canada, and in Uruguay. These varied geographies represent diverse climates, varied topographies, and a unique range of other conditions that provide our foresters rich and productive settings for growing trees. Learn more about the forests we manage by exploring the links below:

- [US West](#)
- [US South](#)
- [Canada](#)
- [Uruguay](#)

We intensively manage our lands using scientific principles and environmentally responsible techniques that enhance the production of wood, while maintaining the overall health of the ecosystem. Many of our forests grow wood at two to three times the rate of comparable, unmanaged forests, allowing us to efficiently meet the needs of our customers.



WE'VE PLANTED
321 MILLION
TREES OVER THE
PAST 5 YEARS



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OUR FORESTS IN THE US WEST

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DESCRIPTION

We own approximately 2.6 million acres of timberlands in Washington and Oregon, predominantly west of the Cascade Mountains. The region's climate is wet and mild, characteristic of the maritime influence of the Pacific Ocean. The majority of annual precipitation falls during the winter months, with July through September being relatively dry. Our timberlands range from a few hundred feet in elevation to as high as four thousand feet.

The geology of the region tells a compelling story. Chains of volcanic islands similar to today's Hawaiian islands collided with the North American continent to become portions of western Oregon and Washington. Sediments deposited at the bottom of ancient seas were consolidated into rock and then uplifted to form mountains. The volcanic peaks in the Cascade Mountains testify to a long history of eruptions that continue today. Mount St. Helens' eruption in 1980 is the most striking recent example.

The landscape of the Pacific Northwest is dynamic. The rugged terrain is the result of continued uplift of mountains. As the mountains rise, they are subject to the erosive forces of weather and the region's many streams and rivers which carry sediment and nutrients to the ocean. It is the interaction of geology, topography, soils, biology and climate that make this region among the most productive conifer growing areas in the world.

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FOREST MANAGEMENT

Our timberlands in the western U.S. were historically dominated by Douglas-fir, still the primary species we plant and harvest. We cultivate several other native species, including noble fir, grand fir, Western red cedar, Sitka spruce, ponderosa pine, and red alder. All of the timberlands we manage in the western U.S. have been harvested and regenerated at least once; in some locations, we are now planting our third generation of trees. Across our holding in the U.S., we replant 99 percent of the areas we harvest within two years of harvest.

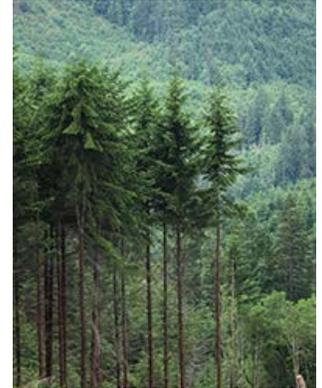
Our intensive forest management includes planting seedlings produced through our world-class selection, breeding and field testing program, fertilizing the soil where needed (usually only 2-5 times over a 25- to 40-year growing cycle), actively preventing competing vegetation (sometimes invasive species) from overcrowding young trees in their first few growing seasons, and thinning stands during their growing cycle to support robust growth.

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ENVIRONMENTAL STEWARDSHIP

Sustainably managing our forests is a core objective of our management strategy. We recognize that our management practices affect flora and fauna that are dependent on the forests we manage. In Washington state alone, we have contributed more than 100,000 acres to conservation initiatives through land exchanges, sales, donations and conservation easements.

The forests we manage in the western U.S. host more than 250 native vertebrate species. This includes large mammals such as deer, elk, cougar, black bear and bobcat. Also present are birds of prey such as goshawks, red-tailed hawks, bald and golden eagles, osprey and numerous species of neotropical migrant birds that return to the Pacific Northwest each spring to breed and nest. Salamanders and other amphibians inhabit the uplands and riparian areas on timberlands.



Different species groups are dependent on different forest age classes and associated forest structures. The matrix of forest stand ages across our lands means we can provide much of the habitat diversity they require. Adjacent to and intermingled with some of our Oregon and Washington ownership is public forest land, much of which is in older age classes. At a landscape scale, this diversity of ownership, age class, and forest structure provide a wide range of habitat diversity for native species.

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RESEARCH AND PARTNERSHIPS

To sustainably manage our forests, it's important that we continue to learn about how our activities affect both the forest ecosystem and surrounding communities. We frequently partner with other organizations to ensure that our practices are consistent with the best available science.

One example is our work on the Trask River Watershed. In partnership with the Oregon Department of Forestry and other agencies, we are conducting an integrated, multi-disciplinary study on the effects of forest management on fish and the aquatic ecosystems of the watershed. The two main objectives of the project are to determine:

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

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

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UNIQUE WEATHER EVENTS

DECEMBER 2007 STORMS

In December 2007, a series of snow, wind and rainstorms battered western Oregon and Washington, causing severe flooding, landslides, and wind damage. A portion of our timberlands located in the Chehalis River headwaters, known as the Willapa Hills, received extraordinarily high rainfall and suffered thousands of landslides. The storm raised questions about whether timber harvesting exacerbates landslides and flooding, and whether the laws and voluntary standards that govern timber harvesting on steep and unstable slopes are adequate. [Read our summary document for more information, including the responses by Washington State agencies, us, and others.](#)

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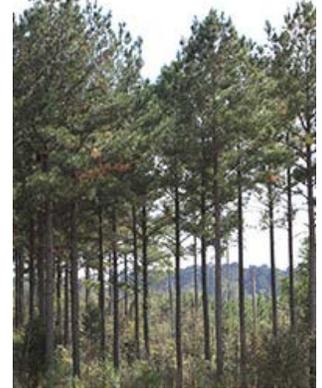
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OUR FORESTS IN THE US SOUTH

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DESCRIPTION

We own approximately 4 million acres of timberlands located in Alabama, Arkansas, Louisiana, Mississippi, Oklahoma, North Carolina, and Texas. These timberlands grow on a variety of landforms, from the productive, organic soils of eastern North Carolina to the shallower, rocky soils of the Ouachita Mountains in Oklahoma and Arkansas. The landscapes are as varied as the locations — low and broad flatwoods, hills and bottoms, steep hillsides, and mountain views. These varied conditions create unique challenges and opportunities for growing trees.

We use decades of research to maximize timber growth while conserving important environmental attributes of these ecosystems. Across our southern landscapes, we work to maintain diverse wildlife habitat conditions, providing home for game and non-game species, including a number of federally and state-protected species and species of concern. We protect water quality in a variety of stream conditions, from small intermittent streams to large rivers and, in some cases, conservation easements. Much of our ownership is in large, contiguous blocks, which provides important wildlife habitat and water quality protection in an increasingly fragmented landscape.

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FOREST MANAGEMENT

The forests in southeastern U.S. were primarily harvested when Europeans first arrived. At the time, these forests and the wildlife living within were viewed as inexhaustible resources and suffered from over-exploitation. In the 1940s, based on an emerging conservation ethic, many forests began to regenerate and the advent of active forest management in the 1950s provided an economic incentive to retain those forests. Much of the land we own in the southeastern U.S. was formerly agricultural land that has been reforested. These forests, with long growing seasons and a mild climate, are why this region is often called the "wood basket" of the world.

We practice intensive forestry on most of our ownership in this region to maximize growth and value, while protecting environmental quality and conserving water, soil, and wildlife resources. Even-aged managed pine stands are generally harvested between 25 and 35 years of age, followed by a variety of site-preparation methods to ensure successful regeneration of each harvest site.

After site-preparation efforts, which include both mechanical and chemical methods, pine seedlings are planted in rows by hand or machine. Once the planted trees are between 10 and 15 years old, the stands are thinned to reduce competition among the remaining trees, which continue to grow into quality sawtimber. Along streams and in other locations with unique ecological values, some trees are never harvested or are selectively harvested so as to not compromise their environmental value.

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ENVIRONMENTAL STEWARDSHIP

Over many decades, our research programs have documented numerous "species of conservation interest" using our southern timberlands. These range from bird species that rely on young forests, such as prairie warblers, to aquatic-dependent species such as spotted turtles, to species that require a variety of habitat types, such as bats. Of most concern are those species listed as threatened or endangered by the U.S. Fish and Wildlife Service. Across our southern ownership, we provide habitat for a number of these species, including the Red Hills salamander in Alabama; the gopher tortoise in Alabama, Mississippi, and Louisiana; the red wolf in North Carolina; and the recently delisted bald eagle. In some cases, these species

are protected by official agreements with the U.S. Fish and Wildlife Service and/or other agencies.

In North Carolina, we protect 5,650 acres of our land across eight counties that contain remnants of the original, old-growth Atlantic coast forest — an extremely rare forest type in today's modern landscape. The North Carolina Coastal Land Trust and The Nature Conservancy received grants to secure easements that will prevent future development on these lands. We donated easements and are conserving some land through the North Carolina natural heritage registry, including the site of the Weyerhaeuser [Cool Springs Environmental Education Center](#), which hosts more than 2,500 students each year.

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RESEARCH AND PARTNERSHIPS

To sustainably manage our forests, it's important that we continue to learn about how our activities affect both the forest ecosystem and surrounding communities. We frequently partner with other organizations to ensure that our practices are consistent with the best available science.

One example is our work with The Nature Conservancy in the Old Cove area in Mississippi. Since the 1970s, we've worked with a number of environmental groups in the South, and in this case, we helped The Nature Conservancy achieve its goal to find, protect, and maintain the best examples of natural communities, ecosystems and endangered species in the state.

The 350-acre Old Cove area is located in a 12,000-acre forested landscape that includes the headwaters of three rivers, the ecologically unique Shelton Mountain, Old Cove, and Magnolia Cove, and at least 12 rare invertebrate species. The Old Cove area is inside a large working forest used to produce timber for lumber and other forest products. Several rare plant species have been documented there, including Maple Leaf Viburnum, Star Vine, and Yellow Lady's Slippers. A cooperative study by The Nature Conservancy, Mississippi State University, the Mississippi Natural Heritage Program, and Weyerhaeuser was recently completed and the results will soon be available. The study will document the biodiversity value of the Old Cove landscape, including plantation stands, riparian areas, and ecologically unique areas.

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OUR FORESTS IN CANADA

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DESCRIPTION

Weyerhaeuser operations in Canada depend on approximately 13.9 million acres of temperate and boreal forests in four provinces: Alberta, British Columbia, Ontario, and Saskatchewan. The vast majority of forests in Canada are publicly owned. Also referred to as Crown lands, these forests are owned by the government of the province in which they are located, and managed on behalf of the people who live there. Provincial governments grant many entities the rights to operate on a given forest area. These can include companies in resource sectors such as energy, mining and forestry. They also can include tourist operators, trappers, and others who use the forest for commercial enterprises.

The forests vary throughout our operating areas. In some places, we manage boreal forest, where the climate is cool and relatively dry. Coniferous trees, such as lodgepole pine, white spruce, black spruce, and balsam fir, dominate the area. Tamarack, trembling aspen, balsam poplar and white birch are also present. In other areas, we manage lower-elevation forests composed of aspen, ponderosa pine and Douglas-fir. We also manage forests represented by early-fire-succession tree species such as jackpine, black spruce, poplar, and red and white pine.

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FOREST MANAGEMENT

Forest products companies sign long-term license agreements with the provincial governments. These agreements entitle the company to a defined area on which it may operate to support one or more wood product manufacturing facilities. Generally, the licenses are for 20-25 years and are renewable every 5-10 years. These licenses require a long-term forest management plan with the primary objective of ensuring the long-term health of the forest ecosystem. These plans are based on a forest policy and legal framework requiring sustainability, public policy and Aboriginal involvement, and adaptive management. Canadian provinces are ultimately responsible for land-use decisions and the management of the forest, but industry and governments work together to develop forest-management plans. The plans are also developed in consultation with other stakeholders, including aboriginal and local communities, tourist outfitters, anglers and hunters, as well as other industries such as oil, gas and mining.

Our forest-management strategy in Canada is based on four principles:

1. We believe in practicing ecologically based forest management that will maintain forest ecosystems within the ranges of natural variability.
2. We respect the social and cultural considerations that accompany the right to manage public forests.
3. We believe in continuously improving our management practices and systems to ensure the economic value of the forest and the economic viability of our forest-product facilities.
4. We believe in developing the long-term strategies, together with other users of the land base, that respect the integrity of the forest and its resources.

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STEWARDSHIP

WILDLIFE AND BIODIVERSITY

Managing for wildlife habitat is part of every forest-management plan we develop. Specific forest-management protocols have been developed for some species in regions where we



operate, the most notable of which is the woodland caribou. Forest management protocols have been developed for a number of other species, as well, including grizzly bear, barred owl, trumpeter swan, bull trout and forest birds.

A significant portion of the forests we manage consist of wetlands, rock outcroppings, and other areas that do not grow commercial crops of trees, but are valuable for biodiversity. In Ontario, the forests we manage have large populations of nesting bald eagles and the largest colony of white pelicans in the region.

In much of Canada, the forests face a threat from the mountain pine beetle. Infestations have been growing rapidly and we have modified our harvest plans to focus on infested and high-risk lodgepole pine stands.

We also actively participate in the [Canadian Boreal Forest Agreement](#), an agreement among members of the Forest Products Association of Canada and conservation groups. It is designed to be a globally and nationally significant precedent for boreal forest conservation and other forest sector competitiveness.

ABORIGINAL PEOPLES

The Canadian Constitution recognizes the inherent rights of three groups of indigenous people in Canada: First Nations, Métis and Inuit. These groups are often referred to together as Aboriginal peoples. We are committed to developing and maintaining positive relationships with Aboriginal communities wherever we operate. 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.
- Membership in the Forest Products Association of Canada, which works to strengthen Aboriginal participation in Canada's forest sector through economic development initiatives and business investments, strong environmental stewardship, and the creation of skill-development opportunities targeted at First Nations youth.

Grassy Narrows

We operate 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. [Read more about this topic here.](#)

Kenora Sustainable Forest Licence

In October 2010, we joined with several First Nations, the Government of Ontario, and other forest companies and contractors to sign a historic shareholder-managed Sustainable Forest Licence covering the Kenora Forest in Ontario. Participants include Wabaseemoong Independent Nations, Naothkamegwanning First Nation, Ochiichagwe'Babigo'Ining First Nation, Weyerhaeuser, Kenora Forest Products, Wincrief Forestry Products, Kenora Independent Loggers, and other companies with forestry operations on the Kenora Forest. Miitigoog LP is responsible for all forest-management aspects of the Kenora Sustainable Forest Licence, including planning, certification, compliance, road construction and maintenance, and silviculture.

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RESEARCH AND PARTNERSHIPS

To sustainably manage our forests, it's important that we continue to learn about how our activities affect both the forest ecosystem and surrounding communities. We frequently partner with other organizations to ensure that our practices are consistent with the best available science.

One example is our support for caribou habitat. In Alberta, we funded \$1 million worth of caribou habitat research conducted by the University of Alberta and worked with government ministries and other stakeholders to assist with caribou recovery. In 2004 and 2009, we deferred timber harvest on 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.

Another example is where grizzly bear roam the western and southern portions of our operating areas in Alberta. The Foothills Model Forest coordinate a multi-stakeholder research project on the grizzly bear population to determine long-term strategies for its conservation and mapped habitat on the forests we manage.

We have also undertaken a number of initiatives to obtain baseline information on the fish and wildlife resources within our operating areas. Research and inventory initiatives include nocturnal raptors, songbirds, fish and furbearer surveys. These inventories are aimed at providing benchmark data on species occurrence and distribution.

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OUR FORESTS IN URUGUAY

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DESCRIPTION

Weyerhaeuser manages 320,000 acres of timberland in northeastern and north central Uruguay that we purchased in the 1990s. This land is located within the Pampas region of South America — a large, subtropical grassland seldom exceeding 600 feet in elevation. The climate in Uruguay is temperate to subtropical. Historically, less than five percent of this landscape was covered by trees, which occurred mainly along water bodies. The land is excellent for planting fast-growing eucalyptus and pine.

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FOREST MANAGEMENT

Our forest plantations in Uruguay were established through a process called afforestation — the practice of actively planting forests where none previously existed. We follow all applicable laws and use best management practices as defined by the forest conditions where we operate. These practices are developed by foresters, academics and scientists. We are committed to not only complying with legal requirements, but also to managing our forests in a way that is backed by science and that will protect natural resources for generations to come.

We began harvesting our lands in 2005 with our first commercial thinning operations. Our plywood and veneer mill began operation in Tacuarembó in June 2006. After five additional years of investment, the mill site now includes a bioenergy facility and a seedling nursery.

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ENVIRONMENTAL STEWARDSHIP

We collaborated with others in Uruguay to develop the Uruguayan sustainable forestry standard (UNIT), which has been endorsed by the Programme for the Endorsement of Forest Certification. All our forestland in Uruguay is certified to PEFC. A portion is certified to both PEFC and to the Forest Stewardship Council standard applicable to the region.

In many areas of Uruguay, grazing is the traditional use of the land. Many ranchers raised their cattle in the open grasslands where now there are trees. We lease this land to ranchers as soon as trees have reached a height that is able to withstand animal pressures. We support this traditional use by reducing the market price by half for small ranchers. We also encourage private beekeepers by leasing suitable land for their bee boxes. Each beekeeper keeps between 50 and 150 boxes per site and harvests an average of 60 pounds of honey per box per year.

Forest fires are not part of the natural system in Uruguay. We are part of a cooperative system among companies, local governments and national authorities to prevent forest fires. Our Uruguay plantations have been designed to ensure easy access through roads that are maintained and open for travel.

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RESEARCH AND PARTNERSHIPS

To sustainably manage our forests, it's important that we continue to learn about how our activities affect both the forest ecosystem and surrounding communities. We frequently partner with other organizations to ensure that our practices are consistent with the best available science.

One example is our work with North Carolina State University's Biological and 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. Although afforestation has many environmental and economic benefits, it can impact water yield due to higher transpiration rates of trees compared with grasses. This can raise concerns, especially in water-limited environments. The effects are 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 to:

- Determine the hydrologic and water-quality effects of afforestation of grasslands in Uruguay by conducting long-term, paired-watershed studies.
- Determine the impacts of land use, including managed forestry, biomass crops for energy, and managed forests with inter-planted 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 on lands that were historically in pasture, native grassland, or poorly drained agricultural lands.
- Incorporate the information derived from this research into usable concepts and materials for stakeholders leading to improved management of forestland, biomass cropland, and pasture land.

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ECOSYSTEM SERVICES

We know that forests are more than just trees. To ensure we and others recognize the full value our timberlands offer, we developed a program to measure and report on 18 ecosystem services provided by our forests.

We believe we are leaders in this area. We share this information with the public to help educate about the many benefits forests provide, to demonstrate transparency about alternate revenue sources, and to help influence global reporting standards for ecosystem services.

METHODOLOGY

We adopted the terminology used by the Millennium Ecosystem Assessment, which separates ecosystem services into four categories:

- **Provisioning:** Often described as ecosystem goods, these services represent the tangible benefits provided by an ecosystem. Many of these services are relatively easy to quantify because they have a market value.
- **Regulatory:** These services represent the ecosystem processes that are needed to maintain human health and ecosystem infrastructure. This category is often more difficult to quantify because the processes are intangible and are mostly considered public goods.
- **Supporting:** These services enable the other categories to work, and can also be described as an ecosystem process.
- **Cultural:** These services are intangible values people derive from ecosystems.

THE DATA

Ecosystem Service	Scale	Reporting Unit	2012	2013
Provisioning				
Fiber - roundwood harvested	All Weyerhaeuser timberlands	Volume (thousands m3)	19,421	20,844
Food - mushrooms/berries	US West	# of acres covered by permits	1,024,498	1,045,850
		# of acres covered by permits	778,605	853,400
Greenery	US West	Tons sold for noble fir boughs	499	8,214
Livestock - grazing	Uruguay, Canada, and West	acres of grazing leases	422,130	480,401
Honey production	Uruguay and US West	# bee box (hive) leases	19,543	17,465
Biochemical - wood extractives	US South and Uruguay	# Tons of soap (potential) based on extractive supply	941,058	977,997
		# Gallons of turpentine (potential) based on extractives supply	126,240	131,195
		# Lbs harvested of turpentine (traditional method)	129,630	33
Fur production	Canada	# permits	300	495
Genetic resources (tree improvement)	All Weyerhaeuser timberlands	# improved seedlings planted	52,888,570	59,961,005



SUSTAINABLE FORESTS: ECOSYSTEM SERVICES



2020 GOAL
Ecosystem services are recognized and shared publicly

Regulating				
		Percent harvested area planted within 2 yrs;	99%	99%
Water regulation (quantity and quality)	All Weyerhaeuser timberlands	Riparian buffer/perennial stream length (m2/m)* *Based on current public stream layer datasets.	160	160
Fire resistance	All Weyerhaeuser timberlands	Acres burned (not including prescribed burns)	5,430	5,181
Supporting				
Habitat - protected	US and Uruguay	Acres, including biotopes, riparian buffers, and wetland mitigation banks	891,446	878,257
	Canada		5,519,744	5,459,812
Habitat - managed	US and Canada	Acres of early-successional habitat	2,635,935	2,586,441
		Acres of mid-successional habitat	10,308,288	10,423,166
Formal Habitat Management Agreements	US and Canada	Acres	4,492,773	4,502,351
Habitat - fish habitat/aquatics	US West	# upgraded stream crossings/drainage projects (cumulative)	1,472	1,542
Soil productivity	All Weyerhaeuser timberlands	Information from soil productivity research (updated annually)	see link	see link
Cultural				
Hunting	US South	# people in hunt clubs	56,852	57,843
	US West	# of permits in game management units	61,174	56,458
Special sites	All Weyerhaeuser timberlands	# special sites	1,314	1,966
Education (school tours/groups)	US and Uruguay	# of visitors	162,110	196,823

Last updated May 22, 2014

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ENVIRONMENT AND CLIMATE CHANGE

By being good stewards of the environment, we help ensure our company's long-term success while minimizing the effect our operations have on surrounding communities.

We consider ourselves fortunate to be in a business that creates useful products from trees, a remarkable, renewable resource. We're proud of the contribution we make to society — important products that make life better — while at the same time managing our forests in a sustainable way so that future generations can always depend on trees to meet their needs. Read more about our commitment to [sustainable forest management here](#).

- Energy ▼
- Air Quality ▼
- Water ▼
- Residuals and Waste ▼
- Climate Change ▼
- Chemicals ▼



ENERGY

WE CREATE OUR OWN ENERGY

Making our products is energy-intensive. Fortunately, we meet most of our energy needs by using renewable and carbon-neutral biomass fuels such as bark, wood residuals and other organic byproducts of our manufacturing process. Quite simply, we turn our residuals into energy — a double win for our bottom line and the environment.

IMPROVING ENERGY EFFICIENCY

We are also working toward meeting our goal of improving our energy efficiency by 20 percent by 2020, compared with 2009 levels. Given different manufacturing processes and energy requirements, our cellulose fibers mills are focused on reducing total energy use per ton of pulp produced while our wood products facilities are focused on reducing use of fossil fuels and purchased electricity.

At the end of 2013, we improved our energy efficiency by 5 percent. Our energy efficiency improvements are a direct result of recent operational and capital improvements implemented at our mills. Our progress will continue to accelerate as additional direct and indirect energy-saving capital projects are planned for our cellulose fiber mills and wood products facilities over the next two years.

[See our full energy data here.](#)

PROVIDING GREEN ENERGY

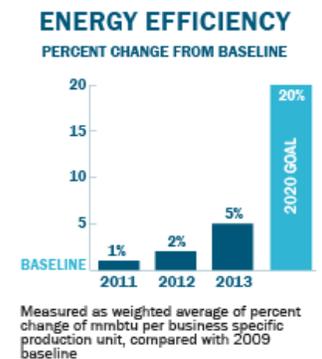
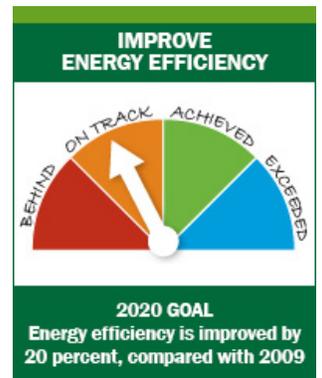
In addition to creating our own energy, we provide green energy for others. A few examples:

- **Powering Others** — We sell some of our biomass-based, renewable energy back to the market, helping make green energy more accessible to power grids across North America. In 2013, we sold some Renewable Energy Credits as a result of using renewable biomass fuels instead of fossil fuels to produce electricity.
- **Wind Power** — We evaluate wind energy opportunities on our lands and have multiple agreements with wind power developers. We expect these relationships to eventually provide an additional stream of long-term revenue with minimal impact on our core business activities.
- **Geothermal Exploration** — We also are exploring geothermal energy production in partnership with AltaRock and Ormat Technologies in Washington and Oregon. Once a promising area is found and drilled, water can be cycled through a closed-loop system to create steam that is used to generate electricity.

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AIR QUALITY

Most of our air emissions come from burning fuel to produce energy and recover chemicals



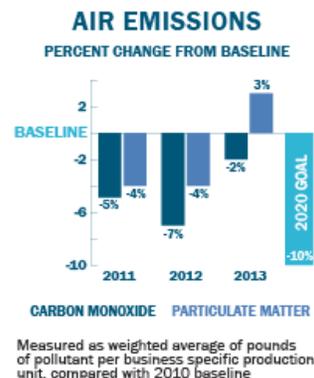
used in the pulping process. Other airborne chemicals are released during the production of wood and pulp products. We are proud that our air emissions have steadily declined over the past decade: between 2000 and 2010 we reduced sulfur dioxide emissions by more than 55 percent, particulate matter by 49 percent, and volatile organic compounds by 33 percent.

Today, we are working toward meeting our goal of an additional 10 percent reduction of carbon monoxide and particulate matter emissions by 2020, compared with 2010 levels. By the end of 2013, pounds of carbon monoxide emitted per unit of production decreased by 2 percent, while pounds of particulate matter per unit of production increased by 3 percent (both values are compared with our 2010 baseline).

These changes are the result of process modifications and the use of lower-emitting additives as well as pollution-control equipment that captures or destroys significant amounts of emissions. We expect recent capital investments at some of our mills, including cleaner-burning incinerators, energy optimization investments, and upgrades to emission control systems, to help reduce our air emissions in future reporting years.

[See our air quality data here.](#)

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WATER

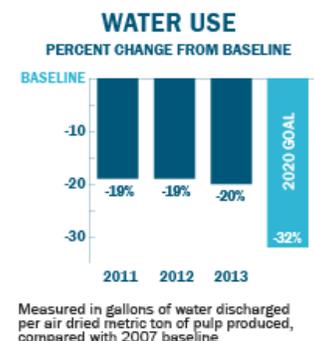
More than ever, our world needs a clean and abundant water supply to sustain populations, support ecosystems and maintain a stable global economy. Luckily, we're in the right business: well-managed forests capture vast amounts of water and are excellent water quality managers.

REDUCING WATER USE

Making pulp requires a lot of water. Our cellulose fiber mills, by far our largest water users, committed to reducing water use per ton of pulp produced by 20 percent by 2012, compared with 2007 levels. They met this first goal and set an additional goal to go further — another 12 percent by 2020. By the end of 2013, our cellulose fiber mills held their water reduction at 20 percent. Most of our reductions in water use are process improvements from a new evaporator set at one of our Canadian mills and a fiberline improvement at one of our mills in the Southeast. At the same time, one of our mills saw higher water use given cooling water requirements for a new baler. Meeting the additional 12 percent reduction goal will most likely require capital investments, such as cooling towers, and continued process improvements.

Most of the water we use is reused internally in our mills and then returned to the original water source, clean and available for the many other societal demands for water. We estimate (based on research by the National Council for Air and Stream Improvement and our own internal water-use measurements) that our cellulose fibers mills reuse, on average, each gallon of water twelve times. About 87 percent of the water we use is returned to the water supply after being treated either on-site or by a municipal treatment plant.

[See our water use data here.](#)

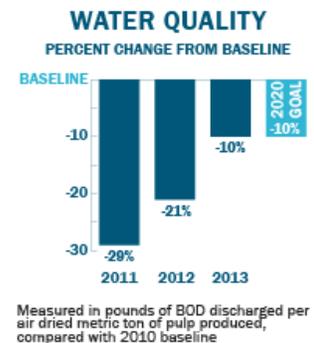
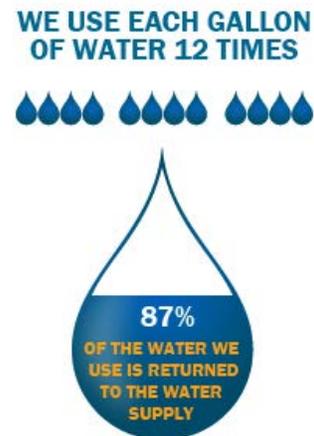


IMPROVING WATER QUALITY

Water use and water quality go hand in hand. Our mills use high-efficiency wastewater-treatment processes or they discharge water to public treatment facilities to remove pollutants. We secure wastewater discharge permits with stringent monitoring requirements and limits on wastewater discharge quality. Some mills use additional approaches to meet site-specific seasonal water quality needs, such as engineered wetlands, treated wastewater holding ponds that allow controlled flow to better protect receiving water quality, and injection of high-purity oxygen into treated wastewater.

Our Cellulose Fibers manufacturing facilities track their wastewater discharge and are working toward reducing biological oxygen demand (BOD) by 10 percent per ton of pulp produced by 2020, compared with 2010 levels. BOD measures the amount of oxygen required to decompose organic materials in wastewater and is a standard measure of water quality in our industry. By the end of 2013, these mills achieved a 10 percent reduction in BOD per ton of pulp compared with 2010. This is an increase in BOD from the previous two years, but is still meeting our eventual goal of a 10 percent reduction.

In our forests, we protect water quality by grading and maintaining roads to channel runoff to the forest floor (which keeps silt away from streams), building culverts and bridges to allow fish passage, and seeding exposed road banks with grasses to prevent erosion. We also have robust research and monitoring programs in place to ensure forest management practices do not harm water quantity or quality. Recently, our Western Timberlands business invested



millions of dollars for road improvements to separate the road network from the stream network, resulting in improved fish passage and habitat as well as water quality.

[See our water quality data here.](#)

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RESIDUALS AND WASTE

Waste is not a word we use often. We use almost every portion — close to 98 percent — of every log harvested to make our products. 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.

We also generate a substantial amount of energy from wood residuals (what we call biomass fuels). We actively seek partners and customers who are able to use our wood residuals, who in turn create other useful products.

Combined, our efforts really add up. In 2013, more than 20 billion pounds of our residuals were reused, recycled or diverted from landfills. This amounts to 98 percent of our waste and residuals being beneficially reused or recycled.

Although our diversion rates are impressive, we know we can do even more. We have a goal to reduce the amount of material we send to landfills by 10 percent for every unit of production, compared with 2010. Over the past three years, we've seen both increases and decreases in this amount. Our 2013 result shows us at a 10 percent increase compared with our baseline. This fluctuation is primarily a result of the timing for when we send ash (produced at some of our facilities that burn biomass residuals for energy) to the landfill and the relatively small amount of landfill-bound waste we produce to begin with. While some of our mills saw an increase in landfill-bound waste, primarily in the form of ash, close to two-thirds of our mills have either decreased or stayed steady with their landfill waste since we set our goal. To meet our 10 percent reduction goal, we will need to continue finding alternative uses for our residuals and waste.

[See our residual and waste data here.](#)

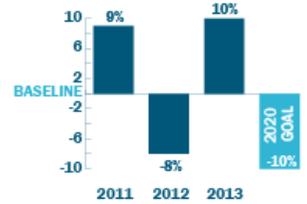
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WE MAKE THE MOST OF EACH LOG



WASTE TO LANDFILLS

PERCENT CHANGE FROM BASELINE



Measured as weighted average of pounds of waste sent to landfills per business specific production unit, compared with 2010 baseline

CLIMATE CHANGE

We believe growing forests (which absorb carbon) and making forest products (which store carbon) are part of the solution for addressing the global challenges posed by climate change. We're also committed to reducing our greenhouse gas emissions and limiting our use of fossil fuels by using carbon-neutral biomass for our energy needs.

CARBON SEQUESTRATION

The 20.8 million acres of forest land we manage — and the wood products we make — sequester millions of metric tons of carbon dioxide each year. These sustainably managed forests absorb carbon dioxide from the atmosphere as they grow, and much of the carbon that is stored in the harvested trees continues to stay captured in our products during their useful lives. Together, our forests and products play an important role in mitigating climate change.

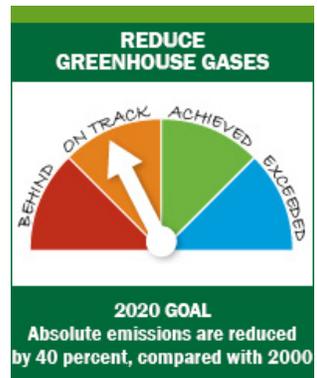
REDUCING GREENHOUSE GAS EMISSIONS

We have a companywide goal to reduce our greenhouse gas emissions 40 percent by 2020, compared with 2000 levels. By the end of 2013, our total (or absolute) greenhouse gas emissions decreased by 28 percent from 2000. We've been able to achieve this reduction by consolidating operations to our higher-efficiency mills and replacing fossil fuels with carbon-neutral biomass fuels. We also have a concerted effort to produce more cogeneration electricity by installing additional turbine generation capacity at our mills. This reduces our indirect greenhouse gas impact, as well as the amount of electricity we need to purchase from the grid.

[See our full greenhouse gas data here.](#)

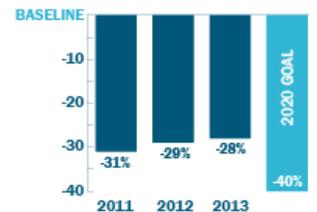
BIOMASS CARBON NEUTRALITY AND CLIMATE POLICY

We grow and manage an abundant, renewable resource — biomass from our sustainably managed forestlands. Biomass, which is bark, wood residuals and other organic byproducts, is derived directly from the forest or indirectly through our manufacturing processes. We believe biomass from sustainably managed forests should be a key element of renewable energy strategies since it helps reduce our dependence on fossil fuels and contributes to the reduction of greenhouse gas emissions.



GREENHOUSE GASES

PERCENT CHANGE FROM BASELINE



Measured in million metric tons of CO₂ equivalents, compared with 2000 baseline

Unlike fossil fuels that add carbon to the atmosphere from non-renewable geologic sources, carbon associated with the combustion of biomass is part of a natural cycle that maintains a neutral carbon balance. Trees, plants and soil absorb carbon. When biomass is burned, this stored carbon – which would have been emitted through natural decay — is released into the atmosphere and reabsorbed by the growing forest.

Biomass is internationally recognized as carbon-neutral by the United Nations Intergovernmental Panel on Climate Change. Widely accepted science also acknowledges that the combustion of wood biomass for energy from countries with sustainable forest inventories, such as the United States, does not increase atmospheric carbon.

We are active in the policy discussion regarding climate change and renewable energy. We believe climate change-related public policies that 1) are based on sound science, 2) set clear performance objectives and standards, and 3) leverage free-market economics can achieve beneficial change with respect to energy security and greenhouse gas emissions.

We support policies that:

- Recognize carbon dioxide emissions resulting from the combustion of biomass and biomass-derived fuels as carbon neutral.
- Include a broad definition of “renewable biomass” that broadly recognizes renewable forest resources, including energy crops grown on forestlands and the forest product industry’s existing investment in renewable energy.
- Establish a robust domestic and international market-based program that 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.
- Incorporate price mechanisms, such as no-cost carbon emission allowances, to ensure energy intensive manufacturers are not at a competitive disadvantage in international markets.
- Provide credit for early actions, such as those taken over the past decade, that reduce GHG emissions or increase sequestration of atmospheric carbon dioxide.

RISKS AND OPPORTUNITIES

Climate change-related risks we currently assess include:

- Public policy choices concerning biomass.
- Proposals for carbon tax legislation at the federal, regional and state levels in the United States, as well as international climate change agreements.
- The cost of energy and the definitions of renewable energy forms, such as biomass.
- Physical risks of climate change, including changes in temperature and precipitation and the variability of disturbance events such as fire, flood, and hurricanes, which could affect the forests we own and manage.

Opportunities we may pursue include:

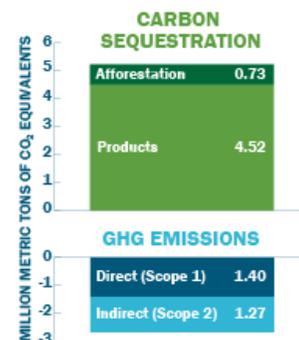
- Developing our capability to assess the opportunities and risks of participating in carbon markets in the future.
- Additional market opportunities for low-carbon forest-based products, both for existing product lines and for new innovations using renewable forest products. We believe forests and related biomass can be a prime source of raw material for a variety of products that will benefit an economy striving for the use of renewable and low-carbon products.

We provide more details regarding these risks and opportunities in our [Annual Report](#) as well in our response to the [CDP Climate Change questionnaire](#).

GREENHOUSE GAS INVENTORY METHODOLOGY

Our estimates of greenhouse gas emissions and carbon sequestration represent our corporate carbon scope 1 (direct) and scope 2 (purchased electricity) inventory. They do not include emissions not owned or controlled by Weyerhaeuser.

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. Following the 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 of our entire greenhouse gas emission inventory can change as a result of these adjustments.

Because we sell Renewable Energy Credits, we are required to account for the greenhouse gas emissions that would have been produced by including them in our inventory.

We know that forests sequester and release carbon in variable amounts over time. 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 affirm that sustainably managed forests balance harvest and growth cycles over time and landscape and can be considered carbon neutral, meaning the carbon that is released from harvesting is offset by the growth of the remaining trees. To quantify the amount of long-term forest products carbon stored in our products — which we call Product Sequestration — we use a third-party, 100-year-decay method.

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CHEMICALS

Reducing chemical risk is a continued focus for us. Our chemical management program works hand-in-hand with our [product stewardship program](#), where we integrate environmental, health and safety considerations into our products, from product design to end of life.

Companywide, we focus on reducing chemical risk through:

- Reducing the overall number of chemicals used, including reducing and eliminating the use of certain high-risk chemicals and products containing chemicals, such as PCBs, asbestos, lead-based paints, and aerosols.
- Seeking less-hazardous substitutes for chemicals and implementing their use across the company.
- Continuing our chemical-reduction efforts through improved inventory management of all chemical products and better [Safety Data Sheet](#) management.

Every year, we report the release of certain chemicals into the air, water and land under the [U.S. Toxic Release Inventory](#) (search for 'Facility Name' containing "Weyerhaeuser") and the [Canadian National Pollutant Release Inventory](#) (search for "Weyerhaeuser" in Facility Name). 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.

We also provide detailed information for our Kenora Timberstrand facility under Ontario's Toxic Substance Accounting program:

- [Kenora Timberstrand Toxic Substance Accounting 2010](#)
- [Kenora Timberstrand Toxic Substance Accounting 2011](#)
- [Kenora Timberstrand Toxic Substance Accounting 2012](#)
- [Kenora Timberstrand Toxic Substance Accounting 2013](#)
- [Kenora Timberstrand Toxic Substance Reduction Plans 2011 \(for cadmium, formaldehyde, methanol, and zinc\)](#)
- [Kenora Timberstrand Toxic Substance Reduction Plans 2012 \(for carbon monoxide, nitrogen oxide, phosphorus, MDI, pMDI, total particulate matter, particulate matter < 10 microns \(PM10\), and particulate matter < 2.5 microns \(PM2.5\)\)](#)

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STAKEHOLDER ENGAGEMENT

As with any large, multi-national company, it's critical that we build strong relationships with our many stakeholders. From rural communities where we own and manage timberlands to national government bodies, we are committed to stakeholder engagement.

It is our companywide policy to communicate openly with stakeholders. This policy intends to ensure that all company communications accurately reflect our company vision; demonstrate alignment across businesses and regions; are legal, ethical and accurate; and do not contain proprietary information or information that would qualify as selective disclosure. All our communications activities are guided by this policy, including marketing, advertising, news releases, responses to media, responses to questions from lawmakers and government agencies, publications, and intra-company communications.

STAKEHOLDER INQUIRIES

We track requests for information and issues our customers and other stakeholders care about. We respond to these inquiries by providing easy access to our online sustainability report, by writing letters and emails, and/or engaging directly with stakeholders. We welcome these opportunities to answer questions about our practices, to share information about our company, and to receive feedback that will help us improve our practices and products.

In 2013, customer and stakeholder interest in the company's practices focused primarily on environmental practices, including:

- Regulatory compliance
- Sustainable forestry management certification
- Green building
- Forestry practices
- Chemical content and use
- Product-specific information, such as origin of fiber and carbon footprint

In addition to the inquiries related to our environmental practices, we receive inquiries through our [EthicsLine](#), our annual shareholder meeting, and the numerous "Contact Us" sections of our website.

STAKEHOLDER ENGAGEMENT

Our stakeholder engagement process varies widely based on the project, issue or group.

Customers

We engage with our customers primarily through day-to-day personal contact via our sales and marketing teams. We also invite customers to learn more about our company on our website, at forums and on field trips. We respond to their specific queries through surveys and we provide input at their request on topics such as procurement and supplier-qualification processes.

Investors

We engage in regular two-way discussions with our institutional shareholders, host an annual investor meeting and provide periodic investment presentations via webcast. Our earnings reports are webcast each quarter and we provide detailed information about our company in our annual report/10K and on our website.

Suppliers

In addition to day-to-day contact with our suppliers as we procure goods and services, we also provide information to promote sustainable forestry practices among owners of small forests that supply our mills with wood fiber. All suppliers must comply with our Supplier Code of Conduct.

Policymakers & Regulators

Our government relations teams and other leaders regularly interact with policy makers in the United States and Canada. We support direct advocacy engagement by our employees and are members in trade associations and issue coalitions. We provide legal and ethical campaign contributions, support grassroots letter-writing campaigns, and serve on governmental advisory committees.

Employees



In addition to direct leadership engagement with teams, our CEO also hosts town hall meetings and companywide forums. Our internal website features daily news, polls, reader comments and a message forum where employees can share opinions and observations. We have a number of internal blogs written by senior leaders and subject-matter experts. We also conduct an employee engagement survey every two years.

Communities

We engage with community leaders and members of the public in a variety of ways, including town halls and in-person meetings. We have public consultation processes in Canada, including engagement with First Nations, and community advisory panels in the United States. We make philanthropic contributions and encourage and reward employee volunteerism in our communities. We host tours of our facilities and support two forestry learning centers. We build relationships with local media to help tell our company story to community stakeholders.

Non-governmental organizations

We engage in dialogue and partnerships with a variety of NGOs to conduct wildlife, biodiversity and other environmental research on our lands or in nearby communities. We provide support for organizations that promote sustainable business practices. We participate in local, regional, national and global forums with multiple stakeholders and we directly engage in public policy development. Some of the groups we engage and/or partner with include: 25 x 25' Alliance, American Forest Foundation, Canadian Boreal Forest Agreement, Corporate EcoForum, Ducks Unlimited, Environmental Defense Fund, Forest Climate Working Group, Green Building Initiative, Resources for the Future, Sustainable Forestry Initiative, The Nature Conservancy, World Business Council for Sustainable Development, and the World Resources Institute.

Universities and Research

We engage with universities and governmental organizations that conduct research advancing scientific understanding of our industry. We participate in cooperative research with select universities on forestry, sustainability, and innovation topics, as well as with governmental research labs, such as Forest Products labs and Department of Energy research labs. We are a long-time member of the National Council on Air and Stream Improvement. Our in-house scientists publish numerous peer-reviewed papers in journals and present at national and international conferences. Some of our proprietary research is kept confidential.

Last updated June 9, 2014

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AWARDS & RECOGNITIONS

From our forward-looking forestry practices of a century ago to the new products and strategies of today, we seek to set the standard for sustainability. Although the bar is set higher each year, we are well equipped to meet the challenge.

But, it's not just us who thinks we're doing a good job on the sustainability front. Every year, we are honored to receive numerous accolades from other organizations and be included on the premier sustainability financial indices.

DOW JONES SUSTAINABILITY INDEX

World Index: 2011 - 2013

North America Index: 2005 - 2013

The Dow Jones Sustainability World Index, composed of the top 10 percent of sustainability performers in the 2,500 largest companies in the Dow Jones Global Total Stock Market Index, is widely considered one of the most desirable and credible recognitions for sustainability performance.



GLOBAL 100

2011, 2014

The Global 100 Most Sustainable Corporations in the World are the top ten percent of sustainability and financial performers from a global universe of 3,500 stocks, ranked on a set of key performance indicators calculated using environmental, social, governance and financial data.



FTSE4GOOD

2005 - 2008, 2011 - 2013

For many years, we've been independently assessed according to the FTSE4Good criteria and satisfied the requirements to become a constituent of the FTSE4Good Index Series, an equity index series that is designed to facilitate investment in companies that meet globally recognized corporate responsibility standards.



FTSE4Good

THE CIVIC 50: TOP 50 MOST COMMUNITY-MINDED COMPANIES

2012 - 2013

The Civic 50 survey is the first comprehensive ranking of companies that best use their time, talent, and resources to improve the quality of life in the communities where they do business. The survey was conducted by the National Conference on Citizenship and Points of Light, in partnership with Bloomberg News.



WORLD'S MOST ETHICAL COMPANIES

2009 - 2010, 2012 - 2014

Annually, the Ethisphere Institute selects leading companies across 41 industries to be part of the "World's Most Ethical Companies" list. To be included, companies must demonstrate leadership in categories such as compliance and ethics programs, corporate responsibility, sustainability and governance.



OEKOM PRIME STATUS

2011 - 2013

Prime status is awarded to companies which the oekom Corporate Rating determines to be among the leaders in their industry and which meet industry-specific minimum requirements, including more than 100 indicators covering areas of social, cultural and environmental sustainability. Prime status is awarded to one in six of the companies analyzed.



ECPI GLOBAL EQUITY INDICES

2007 - present

We are currently included on four ECPI Global Equity Indices: ECPI's Global ESG Alpha Equity, Ethical Index Global, Global Alpha 40, and Developed Ethical + Equity. ECPI indices are used as benchmarks and investment and risk management tools, and are designed to provide exposure to sustainable-investments tracking for the financial world.



STOXX® GLOBAL ESG LEADERS

2012/2013 - 2013/2014

The STOXX® Global ESG Leaders indices are an innovative series of environmental, social, and governance equity indices that are based on a transparent selection process. This index model allows investors to fully understand which factors determine a company's ESG rating and why these factors are important.



MAPLECROFT CLIMATE INNOVATION INDEX

Cycles 1 - 3 (#16)

Inclusion in the Maplecroft Climate Innovation Index demonstrates superior management, mitigation and adaptation in the field of climate innovation. More than 360 US-listed companies with free-float market capitalization of over \$1 billion were rated and reviewed.



2020 WOMEN ON BOARDS

2013 - present

We are currently recognized as a "W" (winning company) by 2020 Women on Boards, a national campaign to increase the percentage of women on public corporate boards by twenty percent or greater by 2020.



BEST DIVERSITY COMPANY

2008-2013

We were identified as a "Best Diversity Company" by the readers of Diversity/Careers in Engineering and Information Technology magazine, based on voters' ranking of our support of minorities and women, our attention to work/life balance and our commitment to supplier diversity.



FORTUNE MOST ADMIRER

1988 - 2014

From 1988 through today, we have held the position of either first, second, or third most admired forest and paper products company in the world. The rankings are based on a survey of industry executives and financial analysts who rate companies in nine categories ranging from innovation to global competitiveness.

100 BEST CORPORATE CITIZENS

2008 - 2014

Corporate Responsibility Magazine's 100 Best Corporate Citizens 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. In 2014, we were named to the #6 position on the list.

THE SUSTAINABILITY YEARBOOK

2011 - 2014

RobecoSAM's "The Sustainability Yearbook" is one of the world's most comprehensive publications on corporate sustainability and the related challenges and opportunities for companies. To be included meant we were within the top 15 percent and achieved a score within 30 percent of the best-performing company in our industry.

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DATA & GRI INDEX

Are you looking for our data or our GRI Context Index? Do you like the nitty-gritty details? You've found the right place!

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ECONOMIC/GOVERNANCE

[Financial Results](#)[Political Contributions](#)

HEALTH AND SAFETY

	2011	2012	2013
Safety - North America			
Recordable Incident Rate - Employees	0.96	0.76	0.87
<i>includes supervised contractors</i>			
Recordable Incident Rate - Contractors	1.05	0.86	0.81
Lost day case rate - Employees	0.32	0.30	0.29
Lost day rate - Employees	12.50	13.90	8.60
Sites Operating Injury-Free	75%	75%	73%
Health and Safety Fines and Penalties (#)	5	4	5
Health and Safety Fines and Penalties (\$)	\$38,000	\$12,085	\$3,200
Fatalities - Worldwide			
Employees	0	0	0
Contractors	2	2	1

EMPLOYEES

	2011	2012	2013
Employees - By Region			
United States	10,210	10,557	10,948
Canada	1,695	1,791	1,838
Belgium	2	-	-
Brazil	129	133	137
China	33	17	3
Hong Kong	7	7	7
Ireland	-	2	2

Japan	18	19	19
Poland	6	42	81
South Korea	4	4	4
Switzerland	10	9	9
Taiwan	1	1	1
United Kingdom	-	1	1
Uruguay	650	663	681
Total	12,765	13,246	13,731
<i>Change from prior year</i>	<i>-10%</i>	<i>4%</i>	<i>4%</i>
Countries with employees	12	13	13
Percentage of employees in North America	93%	93%	93%
North American Employees Only			
Total New Hires	1,376	1,798	2,000
Total Turnover	2,408	1,278	1,579
Turnover rate, by type			
Involuntary	13%	3%	4%
Voluntary	4%	4%	4%
Retirements	2%	2%	2%
<i>Total turnover rate</i>	<i>19%</i>	<i>9%</i>	<i>10%</i>
Average number of years with company	15	15	14
Average age of employees	48	47	47
DIVERSITY			
	2011	2012	2013
<i>United States Only</i>			
Gender			
Female	20%	20%	20%
Male	80%	80%	80%
Race			
White, Non-Hispanic	78%	78%	78%
African American	15%	16%	15%
Hispanic	3%	3%	3%
Asian	2%	2%	2%
Native American	1%	1%	0.1%
Two or more			0.5%
TRAINING AND EDUCATION			
	2011	2012	2013
Student days of education	5,839	7,246	8,060
Total hours of trainings	46,712	57,968	64,480
EMPLOYEE ENGAGEMENT			
	2011	2012	2013
Response rate	88%	n/a	89%
Overall engagement	70%	n/a	74%
COMPENSATION			
	2011	2012	2013
Ratio of Highest Base Salary to Median Base Salary			
United States			
Ratio of highest to median	18:1	18:1	19:1
Ratio of percentage increase of highest to percentage increase of median, from	4:1	0:1	3:1

prior year			
Canada			
Ratio of highest to median	5:1	4:1	4:1
Ratio of percentage increase of highest to percentage increase of median, from prior year	0:1	-22:1	2:0
EMPLOYEE REPRESENTATION			
	2011	2012	2013
Percentage employees in labor unions	29%	28%	28%
COMMUNITY INVESTMENT			
	2011	2012	2013
<i>Based on the LBG Corporate Citizenship Model</i>			
How We Give (Millions of US \$)			
Cash Contributions	n/a	\$3.7	\$4.7
In-Kind Giving	n/a	\$0.2	\$0.2
Employee Time	n/a	\$0.1	\$0.01
Management Overhead	n/a	\$0.3	\$0.3
Total Giving	\$3.7	\$4.3	\$5.2
<i>Our tracking system does not distinguish volunteer time as paid or unpaid, thus our "employee time" value is a very conservative estimate</i>			
Why We Give			
Charitable Donations	n/a	69%	59%
Community Investments	n/a	17%	16%
Commercial Investments	n/a	14%	25%
EMPLOYEE INVOLVEMENT			
	2011	2012	2013
WAVES volunteers	1,318	1,357	1,481
WAVES volunteer hours	21,660	31,820	42,154
WAVES projects	134	164	211
WAVES grants provided	135	164	211
Donated through WAVES grants (US \$)	\$302,000	\$311,000	\$350,000
<i>Volunteers includes employees, retirees, family and friends</i>			
SUSTAINABLE FOREST MANAGEMENT			
	2011	2012	2013
Seedlings Planted (Millions)	66	63	72
Percent Harvested			
Canada	n/a	0.1%	0.001%
US - West	n/a	1.7%	1.7%
US - South	n/a	3.3%	2.9%
Uruguay	n/a	5.8%	n/a
Total acres harvested	189,200	205,112	176,185
Replanted within two years (US and Canada)	95%	99%	96%
Replanted or naturally regenerated	100%	100%	100%
Forestry Research Spending (Millions of US \$)	\$22	\$23	\$22
Forest health and productivity	69%	72%	73%
Water quality	8%	8%	8%
Fish and wildlife	7%	7%	8%
Ecosystems and biodiversity	4%	3%	2%
Other	12%	10%	9%
PROMOTING SUSTAINABLE FORESTRY			

	2011	2012	2013
Percentage wood supply harvested and delivered by trained loggers	n/a	96%	98%
Private forest owners who we purchased wood from and provided best management practices	1,919	1,646	1,813
Indirect suppliers who we provided reforestation and forestry best management practices	3,951	3,927	3,994
Family forest owners who we provided information to about sustainable forestry	1,900	1,600	1,800
Family forest owners who participated in our Land Owner Assistance Program	350	585	482
Acres these owners manage	130,000	118,000	120,470
Millions of seedlings we provided at no cost	1.1	1.2	1.1
Acres we helped regenerate through planting	1,856	1,964	1,963
Acres we helped regenerate through natural regeneration	3,737	3,085	3,790

RAW MATERIAL USE (WOOD FIBER)

	2011	2012	2013
<i>North America facilities only</i>			
Wood Fiber Used (Million Cubic Units)	11.4	11.8	11.5
<i>1 cubic unit = 100 cubic feet of solid wood</i>			
<i>Data reflects actual portfolio of operating facilities, including those sold or divested</i>			
Log and Wood Chip Supply			
From certified Weyerhaeuser timberlands	33%	31%	32%
From other certified forests	27%	30%	32%
Total from certified forests	60%	61%	64%

ENERGY

	2011	2012	2013
Intensity			
<i>Our intensity data is calculated per business (e.g., lumber, OSB) and shared internally only</i>			
<i>Externally, we share a weighted average value compared with our baseline</i>			
Weighted average of mmbtus per business-specific production			
Percent change in mmbtus per production, compared with 2009 baseline	-2%	-2%	-5%
Total			
Fuel Consumed (BBTUs)			
Renewable			
Black liquor (from chemical-recovery process)	58,139	57,962	58,657
Biomass (from manufacturing residuals)	37,876	38,891	34,680
Non-Renewable			
Fossil fuels	16,398	16,989	16,823
Purchased Energy			
Electricity	10,764	11,204	11,364
Steam	1,074	831	981
Energy Sold			
Electricity	1,680	1,432	1,757
Steam	1,540	1,647	2,212
Total Energy Consumed (Fuel Consumed + Purchased Energy - Energy Sold)	121,031	122,797	118,537
<i>Change from prior year</i>	3%	1%	-3%

AIR QUALITY MEASURES

	2011	2012	2013
Intensity			
<i>Our intensity data is calculated per business (e.g., lumber, OSB) and shared internally only</i>			
<i>Externally, we share a weighted average value compared with our baseline</i>			

Weighted average of pounds of pollutant per business-specific production				
Percent change of lbs per production of particulate matter, compared with 2010 baseline	-4%	-4%	3%	
Percent change of lbs per production of carbon monoxide, compared with 2010 baseline	-5%	-7%	-2%	
Total (Million Pounds)				
Carbon Monoxide	26.1	27.3	29.6	
Nitrogen Oxides	16.4	17.2	17.1	
Particulate Matter	5.8	6.2	7.1	
Sulfur Oxides	5.5	5.7	3.3	
Total Reduced Sulfur	0.5	0.4	0.4	
Volatile Organic Compounds	17.3	18.7	19.1	
WATER USE				
	Baseline	2011	2012	2013
<i>Cellulose Fibers mills only (>99 percent of total company water use)</i>				
Intensity				
	2007			
Gallons of water discharged per ton of pulp produced	17,613	14,319	14,310	14,159
Percent change compared with 2007 baseline		-19%	-19%	-20%
Total (Million Gallons)				
Withdrawal				
Ground water		929	875	876
Municipal water		4,892	4,694	4,744
Surface water		44,709	45,573	46,919
Discharge				
Municipal treatment plant (POTW)		61	66	74
Other - Cooling water		6,293	6,643	7,093
Surface water (treated on-site)		37,617	37,968	37,652
Total Water Consumed (Withdrawal - Discharge)		6,559	6,465	7,719
<i>Water supply data are estimates since intake measures are not required or possible at all sites</i>				
WATER QUALITY MEASURES				
		2011	2012	2013
<i>Cellulose Fibers mills only (>99 percent of total company water use)</i>				
Intensity				
Pounds of BOD discharged per ton of pulp produced		1.7	2.0	2.2
Percent change compared with 2010 baseline		-29%	-29%	-10%
Total (Million Pounds)				
BOD discharged		5.37	6.11	7.03
TSS discharged		9.52	8.78	10.11
AOX discharged		0.77	0.72	0.74
RESIDUALS AND WASTE				
		2011	2012	2013
Intensity				
<i>Our intensity data is calculated per business (e.g., lumber, OSB) and shared internally only</i>				
<i>Externally, we share a weighted average value compared with our baseline</i>				
Weighted average of pounds of landfill waste per business-specific production				
Percent change in lbs of landfill waste per production compared with 2010 baseline		9%	-8%	10%
Total (Million Pounds)				
Residuals (Used Beneficially)				

Composted: land applied for soil amendment	143	66	73	
Recovered: burned for energy (on- and off-site)	13,766	13,901	13,074	
Reused: beneficially reused and shipped off-site for use in other products	5,852	6,606	7,194	
Waste				
Recycled	18	23	15	
Landfilled (non-hazardous)	455	403	492	
Incinerated	0.1	0.1	0.0	
Disposed in permitted disposal facilities (hazardous)	0.1	0.2	0.2	
Total Residuals and Waste	20,234	20,999	20,848	
GREENHOUSE GASES				
	Baseline	2011	2012	2013
Absolute				
<i>Million metric tons of CO2 equivalents</i>				
	2000			
Direct	2.07	1.39	1.44	1.40
Indirect	1.66	1.20	1.23	1.27
Total (Direct + Indirect)	3.73	2.59	2.66	2.67
<i>Percent change from prior year</i>		-1%	3%	?%
<i>Percent change compared with 2000 baseline</i>		-31%	-29%	-28%
Intensity				
<i>Kilograms of CO2 equivalents per metric ton of production (air dried metric tons)</i>				
Direct		133	125	116
Indirect		114	107	105
Total (Direct + Indirect)		247	232	221
<i>Percent change from prior year</i>		-9%	-6%	-5%
ENVIRONMENTAL COMPLIANCE				
		2011	2012	2013
Fines and penalties (thousands of US \$)		\$127	\$44	\$21
Number of environmental noncompliance incidents		32	3	28
Percentage operations covered by internal environmental compliance audits		25%	26%	24%
ENVIRONMENTAL REMEDIATION				
		2011	2012	2013
Active projects		55	50	47
Spent on environmental remediation (millions of US \$)		\$5	\$6	\$5
Anticipated to spend in next year (millions of US \$)		\$6	\$6	\$6
ENVIRONMENTAL MANAGEMENT SYSTEMS				
		2011	2012	2013
Facilities with EMS registered to ISO 14001		20%	12%	18%
Facilities with EMS "ISO-ready"		95%	95%	93%
Timberlands with EMS aligned to ISO 14001		100%	97%	100%
FINANCIAL RESULTS				
		2011	2012	2013
Economic Value (Millions of US \$)				
Direct economic value generated				
Net sales and revenue		n/a	\$7,026	\$8,502
Interest income and other		n/a	\$52	\$58
Net proceeds of investments held by special-purpose entities		n/a	\$13	\$22
Proceeds from the sale of assets and operations		n/a	\$80	\$20

	<i>Subtotal</i>	<i>n/a</i>	\$7,171	\$8,602
Economic value distributed				
Costs and expenses - cash basis		<i>n/a</i>	\$(6,159)	\$(7,182)
Payments to providers of funds		<i>n/a</i>	\$(904)	\$(1,363)
Cash paid for taxes		<i>n/a</i>	\$13	\$(8)
Community investments		<i>n/a</i>	\$(4)	\$(5)
	<i>Subtotal</i>	<i>n/a</i>	\$(7,054)	\$(8,558)
Total economic value retained (Generated - Distributed)		<i>n/a</i>	\$117	\$44

POLITICAL CONTRIBUTIONS

	2011	2012	2013
United States (US \$)			
Weyerhaeuser	\$262,369	\$518,575	\$250,113
Weyerhaeuser Political Action Committee	\$284,000	\$384,680	\$223,500
Canada (CAN \$)			
Weyerhaeuser Company Limited	\$37,410	\$37,148	\$64,320

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COVERAGE AND SCOPE

COVERAGE

- Financial results are for fiscal year 2013.
- Except where noted, this report covers all our operations for the calendar year 2013.
- Specific to Environmental Data:
 - Included:
 - Our global operations owned in 2013 (cellulose fibers facilities, including our newsprint joint venture with Nippon Paper, NORPAC; lumber and engineered wood products manufacturing locations; and our corporate headquarters building and technology center in Federal Way, Washington).
 - Not included:
 - Operations sold or closed during 2013, our homebuilding subsidiaries (given the impending sale of WRECO and their relatively minor contribution of environmental impacts compared with our manufacturing facilities, we opted not to collect data from these businesses in 2013), and our wood products distribution centers (insignificant environmental footprint contribution compared with our manufacturing facilities)

SOURCES

- Established internal databases used regularly by our operations
- Environmental data reported to the EPA and other regulatory agencies
- Annual companywide internal survey
- At the facility level, physical measurement, representative and other sampling, application of standard government factors, and recognized industry factors
- Calculations are performed using measured data as well as commonly recognized engineering standards. All equations and estimations used in calculating environmental data are accepted industry wide and by all pertinent regulatory authorities.

VERIFICATION

- Each section of this website is drafted and/or reviewed by internal subject-matter experts to ensure accuracy.
- Final draft of the website is reviewed by key senior leaders and subject-matter experts to ensure the information is accurately communicated, appropriate for public disclosure, and is significant to us or our stakeholders.
- Each page notes the date content was last reviewed and updated as needed on the bottom of the page.
- In 2012, our internal audit team conducted a review of our data gathering and management processes and found no major issues. We plan to have our internal audit team periodically review our report content and process.

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GRI CONTENT INDEX

This report was prepared to the 'In accordance' - **Comprehensive** level of the new Global Reporting Initiative's **G4 Sustainability Reporting Guidelines**.

Description	Reference/Responses
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GENERAL STANDARD DISCLOSURES		
Strategy and Analysis		
G4-1	Statement from CEO	Our Story - CEO Message
G4-2	Description of key impacts, risks, and opportunities	Our Story - CEO Message Our Story - Strategy Our Story - Goals and Progress Annual Report: 8-9, 10, 14, 17-21
Organizational Profile		
G4-3	Name of the organization	Weyerhaeuser Company
G4-4	Primary brands, products, and/or services	Our Story
G4-5	Location of headquarters	Federal Way, Washington, USA
G4-6	Number of countries where the organization operates and names of countries with major operations	We have employees in 13 countries. Our major operations are in the United States and Canada. Annual Report: 4, 9, 11, 13
G4-7	Nature of ownership and legal form	Annual Report: 1
G4-8	Markets served	Annual Report: 1-14
G4-9	Scale of the organization	Employees Data - Employees Operations Annual Report: 4, 9, 11, 13 Net sales Annual Report: page 1 Total capitalization Annual Report: 54 Quantity of products provided Annual Report: 8, 10, 12, 14 Total assets Annual Report: 54 Beneficial ownership Proxy Statement 15-16 Sales and revenues by geographic area Annual Report: 8-14
G4-10	Breakdown of workforce	Data - Employees Part-time and temporary employees make up less than 2% of our workforce, thus we do not provide employee data by these categories.
G4-11	Coverage of collective bargaining agreements	28%
G4-12	Description of organization's supply chain	Our Story Operating Ethically
G4-13	Significant changes during the reporting period	On July 23, 2013, we purchased 100 percent of the equity interests in Longview Timber LLC for \$2.65 billion, which added 645K acres to our timberlands. Our pulp converting manufacturing facility in Poland began making product in Q1 2013. On November 4, 2013, we announced that we had entered into a transaction agreement with TRI Pointe Homes, Inc. Pursuant to the transaction agreement, our homebuilding and real estate development business, WRECO, will be divested through a Reverse Morris Trust transaction and ultimately become a wholly owned subsidiary of TRI Pointe.
G4-14	Addressing the precautionary approach	Customers - Product Stewardship Annual Report: 17-22
G4-15	External charters, principles, or initiatives endorsed	Initiative, Adopted, Applicability, Multi-stakeholder Involvement Business Roundtable Social, Environmental, Economic Change, 2005 (founding member), United States, No Institute for Supply Management™ Principles for Social Responsibility, 2005, Global, Yes ISO 14001 Environmental Management System Standard, 1998, Global, Yes Sustainable Forestry Initiative Principles 2001, United

		States & Canada, Yes World Business Council for Sustainable Development Sustainable Forestry Principles, 2005, Global, Yes
G4-16	Association membership	American Benefits Council American Wood Council The Business Roundtable Forest Resources Association Leading Builders of America National Alliance of Forest Owners National Association of Real Estate Investment Trusts Council of Forest Industries Forest Products Association of Canada Pulp and Paper Products Council National Council for Air and Stream Improvements, Inc. Sustainable Forestry Initiative, Inc. World Business Council for Sustainable Development
Identified Material Aspects and Boundaries		
G4-17	Entities included in consolidated financial statements	Annual Report: 58 Our joint venture with Fibria Celulose SA in Brazil is not covered in this report (other than in our total employee numbers)
G4-18	Process for defining report content and aspect boundaries	Our Story - Strategy
G4-19	Significant aspects identified	Our Story - Strategy
G4-20	Aspect boundary within organization	Our Story - Strategy
G4-21	Aspect boundary outside organization	Our Story - Strategy
G4-22	Effects of restatements	Total environmental data values no longer include WRECO or our Distribution Centers given the minimal (less than 2%) contribution of these facilities compared to our manufacturing facilities.
G4-23	Significant changes in the scope and aspect boundaries from previous report	See above comment.
Stakeholder Engagement		
G4-24	List of stakeholder groups engaged	Communities - Stakeholder Engagement
G4-25	Basis for identification and selection of stakeholders	Communities - Stakeholder Engagement
G4-26	Approach to stakeholder engagement	Communities - Stakeholder Engagement Our Story - Strategy
G4-27	Response to key topics and concerns raised	Communities - Stakeholder Engagement
Report Profile		
G4-28	Reporting period for information provided	January 1 – December 31, 2013
G4-29	Date of most recent previous report	July 2013
G4-30	Reporting cycle	Annual
G4-31	Contact point for questions	Feedback Contact Us (choose "Environment" category)
G4-32	GRI 'In Accordance' option and GRI Context Index	'In Accordance' - Comprehensive This table
G4-33	Policy and practice regarding seeking external assurance of sustainability report	We continue to monitor stakeholder interest and trends in external verification. Currently, we do not externally verify the environmental data included in this report, but continue to evaluate options.
Governance		
G4-34	Governance Structure	Our Story - Strategy Governance Annual Report: 10
G4-35	Process for delegating authority for sustainability topics	Our Story - Strategy
G4-36	Executive-level positions with responsibility for sustainability topics	Our senior officers have responsibility for one or more sustainability topics, such as environmental responsibility

		at manufacturing sites or related to our timberlands, financial performance and ensuring integrity, and/or people development and safety.
G4-37	Process for consultation between stakeholders and highest governance body on sustainability topics	Any shareholder can communicate directly with our board, the independent directors, and any individual director or the chair of any committee via our corporate secretary. The processes for communicating with the board, recommending nominees for the board, or submitting shareholder proposals are outlined in our 2014 Proxy Statement .
G4-38	Composition of highest governance body and its committees	Committee Charters and Composition
G4-39	Position of the Chair of the highest governance body	Board of Directors - Highlights
G4-40	Nomination and selection process for highest governance body and its committees	Board of Directors - Governance Guidelines 2014 Proxy Statement: 10-12
G4-41	Process for highest governance body to ensure conflicts of interest are avoided and managed	Board of Directors - Governance Guidelines
G4-42	Role of highest governance body's and senior executives' roles in development, approval, and updating of organization's purpose, value or mission statements, strategies, policies, and goals related to sustainability impacts	Our 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. We employ 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.
G4-43	Measures taken to enhance the highest governance body's collective knowledge of sustainability impacts	Governance and Corporate Responsibility Committee Our Story - Strategy
G4-44	Process for evaluation of highest governance body's performance with respect to governance of sustainability topics	Our Story - Strategy
G4-45	Role of highest governance body's role in identification and management of sustainability impacts, risks and opportunities	Our Story - Strategy
G4-46	Role of highest governance body's role in reviewing the effectiveness of risk management processes for sustainability topics	Our Story - Strategy
G4-47	Frequency of highest governance body's review of sustainability impacts, risks and opportunities	Our board has overall responsibility for sustainability issues and for ensuring all aspects of sustainability are addressed on an ongoing basis. Our board annually, with the assistance of the Governance and Corporate Responsibility Committee, reviews its overall performance and reviews the performance of board committees.
G4-48	Highest committee or position to formally review and approve sustainability report	The board of directors governance and responsibility committee reviews progress against sustainability goals annually. Our general counsel and corporate secretary reviews and approves the annual update to our sustainability report.
G4-49	Process for communicating critical concerns to the highest governance body	Investors - Risk Management Investors - Operating Ethically
G4-50	Nature and total number of critical concerns communicated to highest governance body	Annual Report: 23-30
G4-51	Remuneration policies for highest governance body and senior executives	Proxy Statement: 16-37
G4-52	Process for determining remuneration	We share the same compensation philosophy throughout all levels of our company. See Proxy Statement: 16-37 .
G4-53	How stakeholders' views are sought and taken into account regarding remuneration	Proxy Statement: 16-37
G4-54	Ratio of total annual compensation for highest paid individual to median annual total compensation	Data - Compensation
G4-55	Ratio of percentage increase regarding G4-54	Data - Compensation

Ethics and Integrity		
G4-56	Description of values, principles, standards and norms of behavior	Investors - Operating Ethically
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior and matters related to organizational integrity	Investors - Operating Ethically
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior and matters related to organizational integrity	Investors - Operating Ethically
SPECIFIC STANDARD DISCLOSURES		
ECONOMIC		
Economic Performance		
G4-DMA		Our Story - Strategy Investors - Financial Results
G4-EC1	Direct economic value generated and distributed	Investors - Financial Results
G4-EC2	Risks and opportunities due to climate change	Communities - Environment and Climate Change - Climate Change Annual Report: 19-22, 25-26, 29 Costs associated with these risks are not separated since they are integrated into all aspects of our business.
G4-EC3	Coverage of the defined benefit plan obligations	Annual Report: 68-79 Form 11-K (hourly and salaried employees)
G4-EC4	Financial assistance received from government	We consider this proprietary information.
ENVIRONMENTAL		
Materials		
G4-DMA		Our Story Our Story - Strategy
G4-EN1	Materials used by weight or volume	Our Story Data - Raw Materials By far, our largest raw material with the most significant impact is wood fiber. We currently do not report on other raw materials used in our manufacturing process.
G4-EN2	Percentage of materials used that are recycled input materials	We do not consider this metric to be significant to our company. Many of our products use byproducts from other manufacturing processes, which we see as a more relevant measure of reducing society's demand for raw materials.
Energy		
G4-DMA		Our Story - Strategy Communities - Environment and Climate Change - Energy
G4-EN3	Energy consumption within the organization	Data - Energy
G4-EN4	Energy consumption outside the organization	Insignificant compared with the energy we consume within our company.
G4-EN5	Energy intensity	Communities - Environment and Climate Change - Energy
G4-EN6	Reduction of energy consumption	Communities - Environment and Climate Change - Energy
G4-EN7	Reductions in energy requirements of products and services	Customers - Green Building
Water		
G4-DMA		Our Story - Strategy Communities - Environment and Climate Change - Water
G4-EN8	Total water withdrawal by source	Data - Water Use
G4-EN9	Water sources significantly affected by withdrawal of water	Communities - Environment and Climate Change - Water We manage water risk at the site level. Earlier this year, we used the World Resources Institute's Aqueduct Model to assess water risk associated with our manufacturing

		facilities. None of our sites showed a high water risk, congruent with our internal analysis and tracking of our sites. Annual Report: 21
G4-EN10	Percentage and total volume of water recycled and reused	Communities - Environment and Climate Change - Water
Biodiversity		
G4-DMA		Our Story - Strategy Communities - Sustainable Forest Management Communities - Sustainable Forest Management - Ecosystem Services Annual Report: 17-18
G4-EN11	Sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Communities - Sustainable Forest Management Communities - Sustainable Forest Management - Ecosystem Services Annual Report: 17-18
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Communities - Sustainable Forest Management
G4-EN13	Habitats protected or restored	Communities - Sustainable Forest Management Communities - Sustainable Forest Management - Ecosystem Services Annual Report: 17-18
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations	Communities - Sustainable Forest Management Annual Report: 17-18
Emissions		
G4-DMA		Our Story - Strategy Communities - Environment and Climate Change - Climate Change Communities - Environment and Climate Change - Air Quality Annual Report: 19-20
G4-EN15	Direct GHG emissions (Scope 1)	Communities - Environment and Climate Change - Climate Change Data - GHG
G4-EN16	Energy indirect GHG emissions (Scope 2)	Communities - Environment and Climate Change - Climate Change Data - GHG
G4-EN17	Other indirect GHG emissions (Scope 3)	<p>Our Product Environmental Profiles include GHG emission estimates of chemical additives used in the final products and are based on production and published GHG emission factors, aligned with industry consensus standards.</p> <p>By far, Scope 1 and 2 GHG emissions are most relevant to our company. In 2013, we evaluated including Scope 3 categories into our GHG inventory, based on WRI's "Corporate Value Chain (Scope 3) Accounting and Reporting Standards." Eight of the fifteen Scope 3 categories were considered related to our company, but we have chosen not to initiate this work until customer requests increase to a significant level and industry-specific guidelines are developed to ensure comparability with other forest product companies.</p> <p>We are a large, vertically integrated company, with most of our value chain embedded in our company. The majority of our suppliers are small forest landowners, who are already helping reduce the risk of climate change by managing forest land - nature's best carbon capturing systems.</p>
G4-EN18	GHG emissions intensity	Communities - Environment and Climate Change - Climate Change

		Data - GHG
G4-EN19	Reduction of GHG emissions	Communities - Environment and Climate Change - Climate Change Annual Report: 19-20
G4-EN20	Emissions of ozone-depleting substances	Data - GHG
G4-EN21	NOx, SOx, and other significant air emissions	Communities - Environment and Climate Change - Air Quality Data - Air Quality Annual Report: 19-20
Effluents and Waste		
G4-DMA		Our Story - Strategy
G4-EN22	Total water discharge by quality and destination	Communities - Environment and Climate Change - Water Data - Water Quality Data - Water Use Annual Report: 21
G4-EN23	Total weight of waste by type and disposal method	Communities - Environment and Climate Change - Waste Data - Residuals and Waste Our residuals and solid waste values are determined by the following methods: disposed of and confirmed directly by us, information provided by our waste disposal contractors, and organizational defaults of our waste disposal contractors.
G4-EN24	Total number and volume of significant spills	We would include significant spills in our Annual Report and Form 10-K.
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	We use authorized service providers to dispose of our hazardous waste. This metric is not applicable to our operations.
G4-EN26	Identity, size, protected status, and biodiversity of water bodies and related significantly affected by organization's discharges of water and runoff	Communities - Environment and Climate Change - Water Annual Report: 21
Compliance		
G4-DMA		Our Story - Strategy Investors - Risk Management
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Investors - Risk Management Data - Environmental Compliance Annual Report: 19
Overall		
G4-DMA		Our Story - Strategy Investors - Risk Management
G4-EN31	Total environmental protection expenditures and investments by type	We do not track these values separately from our other expenses since they are fully embedded in our company's operations. Our Annual Report describes significant anticipated expenses associated with environmental remediation and new regulations. Annual Report: 19
Environmental Grievance Mechanisms		
G4-DMA		Our Story - Strategy Investors - Risk Management Investors - Operating Ethically
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Annual Report: 19
SOCIAL		
Employment		
G4-DMA		Our Story - Strategy

		Employees - Developing Our People
G4-LA1	New employee hires and employee turnover	Employees - Developing Our People Data - Employees We do not disclose new hires or turnovers by gender or age group.
G4-LA2	Benefits provided to full-time employees not provided to other employees	Less than 2 percent of our employees are part-time or temporary. Thus, we do not consider this metric to be significant to our company.
G4-LA3	Return to work and retention rates after parental leave	We do not distinguish parental leave from other medical leave, thus do not separately track this information.
Labor/Management Relations		
G4-DMA		Our Story - Strategy Our labor relations continue to be guided by principles jointly developed with the union that represents a majority of the 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 free association, including the right to freely choose to organize and bargain collectively. We believe these rights are not at risk at any Weyerhaeuser operation.
G4-LA4	Minimum notice periods regarding 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 changes. If the company needs to curtail operations sooner, we pay employees for the notice period.
Occupational Health and Safety		
G4-DMA		Our Story - Strategy Employees - Health and Safety
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees	>95%
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total work-related fatalities	Employees - Health and Safety Data - Health and Safety We do not consider the disclosure of this information by region or gender to be significant.
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	We do not consider this to be significant to our company.
G4-LA8	Health and safety topics covered in formal agreements with trade unions	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. We 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.
Training and Education		
G4-DMA		Our Story - Strategy Employees - Developing Our People
G4-LA9	Average hours of training per year	Employees - Developing Our People Data - Training and Education We do not consider training by gender or employee category to be significant.

G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	We provide webinars, tools and resources for employees to make the most of their benefits while they are employed, as well as a checklist for when they retire. We provide easy access to more than 40 online training courses for continued skill development and life long learning.
G4-LA11	Percentage of employees receiving regular performance and career development reviews	Employees - Developing Our People Our salaried employees receive regular career development and performance reviews, including performance management plans and individual development plans. Our hourly employees receive regular performance feedback as part of their ongoing work and follow a career progression process to achieve the necessary skills to develop professionally.
Diversity and Equal Opportunity		
G4-DMA		Our Story - Strategy Employees - Diversity and Inclusion
	Composition of governance bodies and breakdown of employees per category according to gender, age group, and minority group membership	Employees - Diversity and Inclusion Data - Diversity
SOCIETY		
Anti-Corruption		
G4-DMA		Our Story - Strategy Investors - Operating Ethically Code of Ethics
G4-SO3	Operations assessed for risks related to corruption and significant risk identified	We are 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. 100% of our main businesses and staff function groups are analyzed each year. We disclose material risks in our periodic filings to the SEC.
G4-SO4	Communication and training on anti-corruption policies and procedures	Investors - Operating Ethically We regularly train employees on anti-bribery. Our contracts and purchasing policies require agents, contractors, suppliers, service providers and joint-venture partners to comply with our Anti-Bribery policy as well as all statutes and regulations regarding corruption and bribery. We require 100% of targeted employees and third-party intermediaries to take anti-bribery training. The target audience for anti-bribery training is all senior management team members and their direct reports; all salaried employees outside of the U.S. and Canada who might be expected to interact with foreign government officials (as broadly defined under the FCPA, this includes any foreign government official, any person acting on their behalf (such as a consultant), and employees of state-owned companies); U.S. and Canadian employees who work in international sales, customer service with international responsibilities, and trade/export; staff function employees in finance, human resources, information technology or other areas who have international responsibilities and might be expected to interact with foreign government officials. Leaders are also encouraged to invite the sales agents, distributors, consultants, and other third parties with whom they do business to attend the leader-led sessions.
G4-SO5	Confirmed incidents of corruption and actions taken	We disclose all material litigations and legal proceedings in our periodic filings to the SEC.

Public Policy		
G4-DMA		Our Story - Strategy Investors - Public Policy
G4-SO6	Political contributions	Investors - Public Policy Data - Political Contributions Our indirect political contributions include \$1.9 million in lobbying expenses as reported in our quarterly lobbying disclosure reports .
Anti-Competitive Behavior		
G4-DMA		Our Story - Strategy Investors - Operating Ethically Code of Ethics
G4-SO7	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our employees are expected to comply with our company's core policy, as well as all U.S. and other country's laws, regulating unlawful anti-competitive behavior. Employees receive regular training and materials as part of our antitrust and competition law compliance program and are responsible for being aware of the risk and costs of violating the laws and complying with our guidelines for behavior. We disclose all material litigation and legal proceedings in our periodic filings to the SEC.
Compliance		
G4-DMA		Our Story - Strategy Investors - Operating Ethically
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	We disclose all material litigation and legal proceedings in our periodic filings to the SEC.
Grievance Mechanisms for Impacts on Society		
G4-DMA		Our Story - Strategy Investors - Operating Ethically
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	We disclose all material litigation and legal proceedings in our periodic filings to the SEC.
PRODUCT RESPONSIBILITY		
Customer Health and Safety		
G4-DMA		Our Story - Strategy Customers - Product Stewardship
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	100% Customers - Product Stewardship
G4-PR2	Number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle	We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services.

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SUSTAINABILITY
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FEEDBACK & DOWNLOADS

IS ANYONE LISTENING? WE ARE.

We recognize that responsible companies must communicate openly and transparently – and in a way that facilitates access to and the use of information. We can no longer just say, “Trust us.” We must prove that we are committed to sustainability and show our progress, as well as our shortcomings. Our sustainability website is one avenue for us to not only share our story and our data, but also provide an opportunity for our stakeholders to join us on our journey.

Your feedback is important to us and we welcome your input.

Overall, how would you rate our online sustainability report?

1 = not at all valuable/useful, 5 = extremely valuable/useful

1 2 3 4 5

How strongly do you agree or disagree with the following statements about our online report?

1 = strongly disagree, 2 = disagree, 3 = agree, 4 = strongly agree

Credible and openly reports on the topics

1 2 3 4

Clear and easy to understand

1 2 3 4

Logically organized and easy to navigate

1 2 3 4

Covers the most relevant topics related to our environmental, social and governance performance

1 2 3 4

How much of this online report did you read?

- All of the sustainability section of weyerhaeuser.com
- About half
- One topic (e.g., Our Story, Employees, or Product Stewardship)
- Only a few pages
- None

Which part(s) did you find most useful?

Check all that apply

- Our Story
- Customers
- Investors
- Employees
- Communities
- Awards and Recognitions
- Data and GRI Index
- Feedback & Downloads

Which one of the following best describes your primary relationship with Weyerhaeuser?

- Wholesale customer of our products
- Consumer of our products
- Investor
- Employee
- Prospective employee
- Public official
- Resident of a community where we operate
- Member of an environmental or other nongovernmental organization
- Reporter or other news media
- Sustainability professional
- Student/teacher
- Other (please specify)

Based on what you've read in this report, do you think we are managing our company sustainably?

1 = strongly disagree, 2 = disagree, 3 = agree, 4 = strongly agree

1 2 3 4

Do you have any additional comments?

Contact information (optional):

Name:

Email:

Address:

Phone:



For security reasons, please enter the characters shown above:



DOWNLOADS

Although we encourage visitors to explore our sustainability report using the online functionality, we provide our current and four previous years' reports as PDF downloads. The PDFs, however, are not formatted as published documents. When navigating through the PDFs, be sure to use the PDF menu on the far left, rather than the embedded menu on each page (the links within the document will redirect you to our current website).

Description	Date Updated	Download
2013 Sustainability Report*	6/9/2014	
2013 Sustainability Highlights	6/9/2014	
2012 Sustainability Report*	8/20/2013	
2011 Sustainability Report	7/17/2012	
2010 Sustainability Report	8/9/2011	
2009 Sustainability Report	9/30/2010	
* Does not include our forestry education sites or attachments linked from live site		

Last updated June 9, 2014

RELATED LINKS

- [Contact Us \(if you have comments on other topics\)](#)
- [Ethics and Business Conduct](#)
- [Stakeholder Engagement](#)

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