



## SUSTAINABILITY

# SUSTAINABILITY

Who is responsible for the future? For more than 100 years, our people have proved that operating with the long-term view in mind is not only possible, but essential. All our stakeholders expect us to achieve short-term results without compromising future prosperity, so the future we envision holds great promise — for our employees, customers, investors and communities, and for the natural resources we share.

We annually report on our sustainability performance and progress in this section of our website. We invite you to learn more about our commitment to sustainability by exploring this site.

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### IN THE NEWS

Weyerhaeuser Establishes Procurement Preference for American Tree Farm System®-Certified Wood  
Weyerhaeuser to release second quarter results on July 27  
Weyerhaeuser Announces 2012 Hours of Operation for the Forest Learning Center

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## PRESIDENT &amp; CEO MESSAGE

## A MESSAGE FROM DAN FULTON:

At Weyerhaeuser, we live by this simple truth: a single tree won't last forever, but a forest can.

We plant trees. As they grow, we draw upon our long history of forestry expertise to ensure they become strong, straight and healthy. Eventually, we harvest these trees to make all kinds of products that are useful to everyday lives, such as shelter, personal hygiene and energy. After harvest, we replant and begin again for the next generation. In this cycle, we find balance between short-term needs and long-term prosperity.

For us, land and forests inspire our vision: to deliver superior, sustainable solutions for the world. To achieve this vision, we [set clear goals](#) in three critical areas — performance, people and planet. We regularly assess our progress, and share it openly with you on this website. Here are a few highlights:

**Performance:**

Our goal is to be the first choice for our customers and our investors.

Our people are focused on safely making money and delivering top-quartile results over the business cycle. We are ready for an economic recovery when it comes, but we are not waiting for it. All our businesses are focused on driving continuous improvement and finding success no matter what market conditions we face. You can listen to our [annual presentation to industry analysts](#) to learn more about our business strategies, competitive position and overall financial progress.

**People:**

The strongest commitment we can make to our people is to achieve our goal of an injury-free workplace. In 2011, we ended the year with a recordable injury rate just under one. To break through to the next level of performance, we zeroed in on four main strategies in 2012: leading with passion, empowering employees, setting clear expectations, and relentlessly recognizing risk. So far this year we're seeing good progress toward reducing injuries, with a recordable incident rate of 0.61 as of May 2012.

Caring about people also means working hard to attract, develop and retain the very best talent. Our retention rate is very high, about 94 percent, and the results of our [2011 employee engagement survey](#) show an overall positive rating of 70 percent. Where we find gaps in our workplace effectiveness, we quickly implement action plans for improvement at the team level.

Nurturing relationships with people who live in communities where we operate is important to us as well. Our employees are especially active in supporting a wide range of causes important to them. In 2011, our people contributed nearly 21,660 volunteer hours and completed more than 135 worthwhile projects through our employee-driven [Making WAVES and iWAVE programs](#).

**Planet:**

Deep understanding and respect for the environment is written into our DNA at Weyerhaeuser. We take seriously our role as responsible stewards of the land and forest.

In 2011, we made good progress against a number of critical goals. For example, many of our manufacturing facilities achieved triple chain of custody certification. We have also [reduced our greenhouse gas emissions](#) by 31 percent from 2000 levels and our [water use by 19 percent](#) from 2007 levels. And our timberlands team has developed a plan to measure and report against a comprehensive set of 18 [ecosystem services](#) that our forests provide.

**Our strategic focus:**

In 2010, we launched a new [sustainability strategy](#), which establishes clear 2020 goals and milestone metrics along the way. This set the wheels in motion for us to capitalize on our strengths and close gaps in areas of weakness.

In 2011, we focused on fully integrating sustainability into our systems and processes, developing [sustainability training](#) for employees, and continuing to drive [progress against well-established targets](#).

In the coming years, we will work on addressing any gaps in our policies and practices, driving results in new target areas, and engaging employees at all levels of the company to understand their part helping us achieve our long-term sustainability goals.

Thank you for your interest in sustainability at Weyerhaeuser. After you've explored our report, please take a few moments to [give us your feedback](#). We value your input.



*Dan Fulton*  
*President and CEO Weyerhaeuser Company*

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# STRATEGY & RESULTS

Our vision is to deliver superior sustainable solutions to the world, and our journey to that goal is one of continual improvement. We understand the bar keeps rising for what it means to be a sustainable company, so we set goals in three critical areas — performance, people and planet — and share our progress annually in the sustainability section of our website.



## SECTION HIGHLIGHTS

- [See the progress we're making against our goals](#)
- [Review our new sustainability strategy](#)

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PROGRESS TOWARDS SUSTAINABILITY GOALS

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Using a three-point scale (exceeds, achieves or below), we use dashboards to rate our results in three critical areas — performance, people and planet. Updated annually in June, this chart provides a snapshot of our progress against our 2020 sustainability goals across the company.



Given the long-term nature of our goals, we evaluate progress against an internal set of annual milestones and consider a goal on track to be met by 2020 as "achieves." Some goals do not yet have activity planned until later years and may not have progress to report.

To provide additional context for the ratings, the results are hyperlinked to information within this sustainability website.

- Performance ▼
- People ▼
- Planet ▼

PERFORMANCE

Commitment	2020 Goal/Metric	2011 Results	2011 Rating
<b>Our company is governed responsibly.</b>	• Comply with NYSE independent board membership requirements.	<a href="#">9 out of 10 Directors independent</a>	Achieves
	• All salaried employees complete our annual ethics Certificate of Compliance questionnaire.	<a href="#">100% of salaried employees completed</a>	Achieves
	• Board of Directors assumes specific responsibility for sustainability oversight within its charter.	<a href="#">Board committee charter modified</a>	Achieves
	• Sustainability commitments are relevant and aligned with company vision.	<a href="#">Goals aligned with Strategy &amp; Vision</a>	Achieves
<b>We incorporate sustainability into our business strategies.</b>	• Sustainability considerations are integrated into company direction setting, capital decisions, and annual business planning.	<a href="#">New sustainability strategy integrates sustainability goals into business planning</a>	Achieves
	• Costs and benefits of sustainability initiatives are measured and evaluated.	Proposal approved in early 2012, reporting planned to start in 2013	Achieves
<b>We continually improve our total shareholder return.</b>	• Total company earns top-quartile return on net assets over the business cycle, and businesses earn their cost of capital.	<a href="#">5.6% company RONA</a>	Below
<b>Our businesses achieve top-quartile performance.</b>	• Each business benchmarks against target set of competitors and takes action as needed to improve performance.	<a href="#">Needs improvement</a>	Below
<b>Our businesses deliver against their value propositions.</b>	• Each business sets distinct value delivery goals and monitors progress throughout the year.	<a href="#">Our businesses either achieved or exceeded their targets</a>	Achieves
<b>We are transparent about our performance.</b>	• Increase open, transparent sustainability communications with customers, investors, employees, communities, other stakeholders.	On-line sustainability report updated annually; <a href="#">previous years' reports available to download</a> <a href="#">Annual Report / 10(k)</a>	Achieves
<b>We are a sustainable supplier and partner with suppliers that share our sustainability vision.</b>	• <a href="#">Supplier code of ethics</a> is communicated and understood by procurement professionals.	No new activity planned for 2011	N/A
	• Appropriate sustainability criteria are included in supplier performance expectations.	No new activity planned for 2011	N/A

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PEOPLE			
Commitment	2020 Goal/Metric	2011 Results	2011 Rating
<b>We work in an injury-free environment.</b>	• Employee recordable incident rate is less than one.	<a href="#">0.98 RIR</a>	<b>Achieves</b>
	• More than 90% of manufacturing facilities operate injury-free.	<a href="#">75% injury-free</a> (achieves 2011 interim target)	<b>Achieves</b>
<b>We attract, engage and retain talented people.</b>	• Compensation and benefits support company performance goals, are competitive and reflect what employees value most.	<a href="#">Weyerhaeuser offers a competitive pay and benefits package</a>	<b>Achieves</b>
	• Provide regular opportunities for training and development to all employees at all levels.	<a href="#">5,839 student days of classroom or online education</a>	<b>Achieves</b>
	• Conduct bi-annual employee engagement survey and implement improvement plan.	<a href="#">Survey conducted in 2011</a>	<b>Achieves</b>
<b>Our workplace is diverse and inclusive.</b>	• Maintain or improve overall workforce representation, and make progress in placements-against-opportunities.	<a href="#">Workforce representation increased by 0.4%; Placement Against Opportunities fell below internal metrics</a>	<b>Below</b>
	• Develop human rights training and require for international operations.	No new activity planned for 2011	<b>N/A</b>
<b>We nourish the quality of life in our communities.</b>	• Direct the majority of our philanthropy to support programs and organizations in our operating communities.	<a href="#">\$3.7 million in grants</a>	<b>Achieves</b>
	• We earn third-party recognition for our sustainability commitments, activities and results.	<a href="#">29 examples</a>	<b>Achieves</b>
<b>We engage with our stakeholders.</b>	• Assess stakeholder engagement processes and opportunities to improve incorporation of input into business decisions.	No new activity planned for 2011; Learn more about <a href="#">stakeholder engagement</a>	<b>N/A</b>
<b>All employees are responsible for and engaged in achieving sustainability goals.</b>	• Relevant, measureable sustainability goals are included in all business plans and communicated to employees.	<a href="#">Sustainability integrated into business performance dashboards</a>	<b>Achieves</b>
	• Sustainability goals are integrated into senior management performance management plans and cascaded throughout organization.	<a href="#">Sustainability goals integrated into senior management targets</a>	<b>Achieves</b>
	• All employees complete sustainability training.	<a href="#">Training launched, employees to complete by end of 2013</a>	<b>Achieves</b>

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PLANET			
Commitment	2020 Goal/Metric	2011 Results	2011 Rating
<b>We demonstrate forest stewardship by certifying our timberlands to sustainable forestry standards.</b>	• ≥95% of timberlands worldwide are certified to sustainable standards.	<a href="#">98.9% worldwide</a>	<b>Achieves</b>
<b>Our environmental management systems are effective.</b>	• ≥90% of facilities have environmental management systems that are ISO 14001-ready.	<a href="#">95% have certification-ready EMS</a>	<b>Achieves</b>
<b>We continually reduce our impact on the environment.</b>	• 40% reduction of total GHG emissions (direct & indirect) from 2000 levels by 2020.	<a href="#">31% reduction</a>	<b>Achieves</b>
	• Assess opportunities to reduce GHG emissions from Weyerhaeuser-managed or -purchased transportation.	No new activity planned for 2011	<b>N/A</b>
	• 20% reduction in water use at our cellulose fibers mills from 2007 levels by 2012.	<a href="#">19% reduction</a>	<b>Achieves</b>
	• 20% energy efficiency improvement from 2009 levels by 2020 in WY-owned operations, facilities and buildings.	Baseline established; Learn more about our <a href="#">energy efficiency commitments</a>	<b>Achieves</b>
	• Adopt green building standard for new company-owned manufacturing sites & office buildings.	In process; Corporate headquarters building certified to <a href="#">Green Globes</a> in 2011	<b>Achieves</b>

	<ul style="list-style-type: none"> <li>Reduce solid waste to landfills by 10% across company compared to 2010.</li> </ul>	<a href="#">8% increase</a>	Below
	<ul style="list-style-type: none"> <li>Reduce air emissions by 10% across company compared to 2010.</li> </ul>	<a href="#">3% reduction in Cellulose Fibers; 7% reduction in Wood Products</a>	Achieves
	<ul style="list-style-type: none"> <li>Reduce wastewater pollutant discharges by 10% across company compared to 2010.</li> </ul>	<a href="#">33% reduction across Cellulose Fibers and Wood Products</a>	Exceeds
<b>Our products are made with sustainable resources.</b>	<ul style="list-style-type: none"> <li>Certify and label all the forest products we manufacture to sustainable forestry standards.</li> </ul>	<a href="#">100% (North America)</a>	Achieves
	<ul style="list-style-type: none"> <li>Adopt a product stewardship policy.</li> </ul>	<a href="#">Policy Adopted</a>	Achieves
<b>We develop sustainable forest solutions.</b>	<ul style="list-style-type: none"> <li>Maintain or enhance the ecosystem services provided by our Timberlands.</li> </ul>	<a href="#">Plan developed, reporting to start in 2013</a>	Achieves
	<ul style="list-style-type: none"> <li>Set and meet targets for the development of business opportunities for renewable energy, including wind, geothermal resources and under-utilized forest biomass.</li> </ul>	In process; Learn more about our current <a href="#">collaborations and partnerships</a>	Achieves
	<ul style="list-style-type: none"> <li>Increase revenues from ecosystem services and Weyerhaeuser Solutions business.</li> </ul>	<a href="#">Weyerhaeuser Solutions launched</a>	Achieves
	<ul style="list-style-type: none"> <li>Our innovation pipeline output brings solutions based on sustainable forest resources &amp; improves our return on net assets.</li> </ul>	<a href="#">Pearl pulp product launched; Learn more about innovation at Weyerhaeuser</a>	Achieves
<b>We promote markets for sustainable products.</b>	<ul style="list-style-type: none"> <li>Educate customers about the sustainability aspects of our products.</li> </ul>	<a href="#">Product Environmental Profiles available; WRECO home energy efficiency ratings started</a>	Achieves

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## SUSTAINABILITY STRATEGY: 2020 GOALS

We understand that all our stakeholders — investors, customers, employees and the people who live in communities where we operate — expect us to achieve short-term results without compromising long-term prosperity. It's not enough for us to say we are sustainable; we must be able to prove it with responsible governance, reliable systems and demonstrated progress toward tangible goals.

In 2010, we adopted a comprehensive sustainability strategy, based on benchmarking, gap analysis, and leadership engagement. This strategy built upon our past sustainability performance with an expanded set of commitments that were integrated into our business planning and processes. For each commitment, we set specific targets to achieve by 2020, which are described in the [goals and progress section](#) of this website. Annually, we report on our progress against these targets.

All our commitments and targets are organized under our three pillars of sustainability — performance, people and planet. Our [company vision](#) prominently highlights these critical areas, our businesses incorporate them into performance dashboards, and our online sustainability report reflects their importance.



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- [Benchmarking & Analysis Results](#) ▼
- [Strategy Development](#) ▼
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### METHODOLOGY

We undertook the strategy development during 2010 to improve upon our existing sustainability program. The underlying belief supporting this work was that a more comprehensive sustainability strategy, with stronger governance that drives sustainability deeper into our business processes, would enable us to better deliver value, innovate, and compete in the years ahead.

We started our strategy development with the sustainability expectations outlined in the Ceres report "[The 21st Century Corporation: The Ceres Roadmap for Sustainability](#)." The report details twenty specific expectations and actions for companies to successfully integrate sustainability into business by 2020. For each expectation, we established a spectrum of four levels of achievement (no or minimal action; industry average; above average; Ceres expectation). We also added a few expectations to the Ceres set based on areas that are of continued focus for us as a company, such as safety and philanthropy.

Our next step was to evaluate ourselves, as well as 11 other companies, against each sustainability expectation along the four-tier spectrum. Our benchmarking pool included peer companies from our industry and companies generally regarded as sustainability thought leaders (for example, other companies included on the Dow Jones Sustainability Index). Our evaluation of each of these companies was based on publicly available information.

Finally, we vetted the results of this benchmarking review with internal subject matter experts in areas ranging from governance to energy management.

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### BENCHMARKING & ANALYSIS RESULTS

The results of this exercise showed that Weyerhaeuser compared favorably to our direct industry peers (i.e. competitors) but had some opportunities for improvement when compared to companies considered sustainability leaders.

Areas of excellence included public policy activities that are strategic, consistent and transparent; board oversight of sustainability; and transparency around sustainability disclosures. Areas identified as opportunities for improvement included meeting our financial targets; fully integrating sustainability into policies and decision making; engaging our employees; and adopting a broader set of company-wide environmental goals.

Mid-level and senior company management were engaged throughout the process.

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## STRATEGY DEVELOPMENT

Based on these benchmarking results, we assessed our options for addressing gaps or improving existing practices. For each potential action, we reviewed the business case, identified internal resources required, and sought input from internal subject matter experts. We then engaged mid-level and senior management in reviewing and discussing potential action items to include in our sustainability strategy. Once we established a set of agreed-upon commitments and goals, our senior management team and board of directors governance committee approved the strategy, which lays out [19 sustainability commitments with 42 goals and metrics associated with the commitments](#). We are working toward achieving these targets by the year 2020.

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## MOVING FORWARD

A significant first step was the board of directors governance committee decision to modify its charter. The committee is now titled "Governance and Corporate Responsibility," has more direct oversight and engagement over our sustainability strategy, and will be briefed at least annually on our progress toward our sustainability goals. This change addressed one of the gaps identified during our benchmarking review.

We also incorporated our three pillars of sustainability — performance, people and planet — into our company vision, business performance scorecards, and a number of other critical business planning processes. In 2011, we already achieved some of our sustainability targets such as introducing the strategy to our employees through a series of employee forums, adopting a product stewardship policy, and certifying our headquarters building to the Green Globes system.

### COMPANYWIDE FOCUS AREAS IN 2012 INCLUDE:

- Integration of sustainability goals into salaried employees' individual performance management plans
- Further integration of sustainability considerations into business processes, such as capital and expense planning
- Roll-out of sustainability training by all employees with goal of 100% participation by the end of 2013
- Further identification of business-specific sustainability goals by individual businesses and functional support areas

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## TRANSPARENCY AND FEEDBACK

We are committed to communicating openly and transparently in a way that facilitates access to and the use of information.

We welcome your input and [feedback](#) on our sustainability strategy and encourage you to explore the full sustainability section of our website.

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## PERFORMANCE

Our drive for sustainability begins with performance. Our goal is to be the first choice for our customers and investors, which means we must deliver innovative solutions that address society's needs, while achieving consistent top-quartile performance for our shareholders. We hold ourselves accountable for meeting these goals, not just in the short term, but for decades to come.



### SECTION HIGHLIGHTS

**We are committed to achieving top-quartile performance over the business cycle.** Watch our president and CEO deliver remarks to investors at our 2012 Annual Shareholders Meeting.

**We are transparent about our participation in the political process.** Learn more about our activities, financial contributions and issues of importance to our company.

**We have a long history of collaborating with others to find solutions.** For example, we've formed a joint venture with Chevron to deliver advanced biofuels to market.

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## COMPANY STRUCTURE

Weyerhaeuser's board of directors announced in 2009 that [conversion to a real estate investment trust](#) would best position Weyerhaeuser for long-term growth and success. To complete the conversion, we [issued a special taxable dividend to stockholders](#) of our undistributed earnings and profits in 2010.

Converting to a REIT allows us to be a more tax-efficient and competitive owner, manager and buyer of timberlands. It's important to note this change affects income taxes only at the corporate level on our timber harvest. In addition to income taxes paid by our manufacturing and home building businesses, all our businesses, including timberlands, continue to pay property, payroll, sales and other taxes.

Our conversion to a REIT does not affect our commitment to meeting a broad range of sustainability goals.

### PORTFOLIO ACTION

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

Recent actions include:

- Sold Hardwoods business (2011)
- Sold Westwood Shipping lines (2011)
- Sold 82,000 acres of non-strategic timberlands (2011)
- Sold our railroads business (2010)
- Permanently closed three Wood Products facilities (2010)

### OUR BUSINESSES

[Cellulose Fibers](#)  
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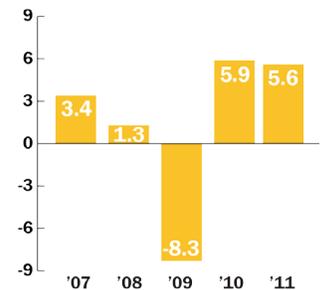
## FINANCIAL RESULTS

Our goal is to achieve a companywide return on net assets that is top quartile in our industry over the business cycle. We determine RONA by dividing our earnings before interest and taxes by our average net assets. Put simply, RONA measures the amount of money we earn compared with the cost of the assets used to produce our earnings.

In 2011, our companywide RONA was 5.6 percent. More work is needed to achieve top-quartile performance and we ranked ourselves "below" for both return on net assets and competitive performance.

However, despite continued challenges in the housing market in 2011, we improved both our net sales and our net earnings from operations year-over-year. Our employees are determined to innovate, eliminate cost, and find new sources of revenue no matter what economic headwinds we face.

Watch our president and CEO, Dan Fulton, deliver remarks to investors at our April 12, 2012, Annual Shareholders Meeting, where he highlights some of the successes we've achieved in the last year.

WEYERHAEUSER  
RETURN ON NET ASSETS (%)

In addition, all our businesses met or exceeded the 2011 goals they set to track value delivery to customers. For example, our real estate business tracks customers' willingness to refer, and our wood products and cellulose fibers businesses track new product and market development. We ranked ourselves "achieves" for this category.

For more about our financial results, including quarterly earnings announcements, visit the [investor relations](#) section of our website and see our latest [annual report](#).

## 2011 FINANCIAL HIGHLIGHTS

## AS OF YEAR-END 2011

## DOLLAR AMOUNTS IN MILLIONS EXCEPT PER-SHARE FIGURES

	2010	2011
Net sales and revenues	\$5,954	\$6,216
Net earnings (loss) attributable to Weyerhaeuser common shareholders	\$1,281	\$331
Basic net earnings per share attributable to Weyerhaeuser common shareholders	\$4.00	\$0.62
Diluted net earnings per share attributable to Weyerhaeuser common shareholders	\$3.99	\$0.61
Total assets	\$13,429	\$12,598
Capital expenditures (excluding acquisitions)	\$234	\$241
Weyerhaeuser shareholders' interest	\$4,612	\$4,263
Number of common shares outstanding (in thousands)	535,976	536,425
Book value per share	\$8.60	\$7.95

<b>Return on shareholders' interest</b>	29.6%	7.5%
<b>Common stock price range – prior to special dividend ex-dividend date of 7/20/2010</b>	\$53.30– \$34.31	N/A
<b>Common stock price range –special dividend ex-dividend date through 12/31/2011</b>	\$19.00– \$15.23	\$25.20– \$15.25

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## GOVERNANCE

Our officers, directors and employees are guided by several core values, including integrity and accountability. We are committed to doing the right thing, and to delivering against our commitments.

In this section you will learn more about our [board of directors](#), long-standing [code of ethics](#), relationship with [suppliers](#), participation in the [political process](#) and risk management [systems](#). We apply thoughtful and disciplined oversight to these activities to ensure we make the best possible decisions.

For us, governance is not only about following rules, it is about earning trust and serving the interests of all our stakeholders through consistent, reliable stewardship of our company, people, and the environment we share.



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BOARD OF DIRECTORS

Our board of directors oversees the management of our global business, including our commitment to sustainability.

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COMPOSITION, STRUCTURE AND INDEPENDENCE

We follow New York Stock Exchange corporate governance rules and requirements, which require that a majority of our board of directors be independent. As of April 2012, ten directors served on our board and all except the CEO are independent directors under the standards of the New York Stock Exchange. These directors are or have recently been leaders of major companies and institutions and possess a wide range of experience and skills.

Our 90-percent independent board is higher than the average of our peers. According to an analysis of the most recent proxy statements from the S&P 500 and responses to a supplemental survey conducted by Spencer Stuart, a recruiting and leadership consulting firm, the average percent of independent directors as of 2011 was 84.

The Weyerhaeuser board also has appointed an independent director to serve as chairman. The Spencer Stuart study found that in 2011, 41 percent of boards split the chairman and CEO roles; however only 21 percent of the non-CEO chairmen are independent. As is true for most companies who have separated the roles of chairman and CEO, our board has declined to adopt a policy that requires it to have an independent chairman at all times. However, the board has provided that during periods when it does not have an independent chairman, the independent chair of the Executive Committee will serve as Lead Director.

A survey of 322 large and small public companies conducted by The Conference Board in collaboration with NASDAQ OMX and NYSE Euronext found that, in general, the larger the company is the more diverse the board is, a finding confirmed by the Spencer Stuart study. The Spencer Stuart study found that women held an average of 16 percent of board seats. The highest percentage of women directors was 17 percent for companies with revenues of \$5 billion or more according to The Conference Board study. Three of the independent directors on our board are women, which is 30 percent. One independent director on our board is African-American, which is 10 percent and generally consistent with the average of approximately 12.5 percent minority directors found by The Conference Board study and approximately 15 percent minority directors among the largest 200 of the S&P 500 companies according to the Spencer Stuart study.

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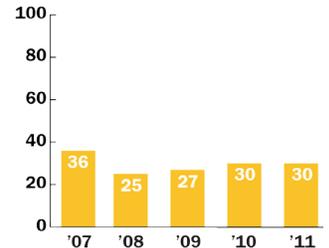
GOVERNANCE HIGHLIGHTS

Governance practices implemented by the board of directors and the company in recent years include the following:

- The CEO has no employment contract.
- The company has eliminated all tax gross-ups.
- The company has eliminated single triggers in its change-in-control plans.
- Change-in-control benefits for a termination occurring within the period six months prior to a change-in-control were eliminated.
- Severance benefits of a prorated annual bonus calculated based on the executive's target annual bonus were changed to be calculated based on the actual bonus paid.
- The Compensation Committee engaged F.W. Cook, an independent consultant who does no other work for the company.
- The company has minimal executive perquisites.
- The company has increased officer stock ownership guidelines to five times salary for the CEO and three times salary for executive vice presidents and requires senior officers who are not in compliance with the guidelines to hold 75 percent of their net

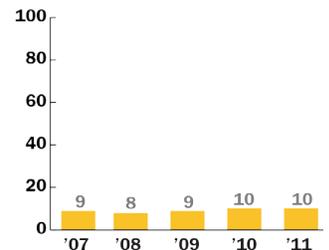
BOARD OF DIRECTORS FEMALES

(As reported in annual Proxy Statements, expressed in percentage)



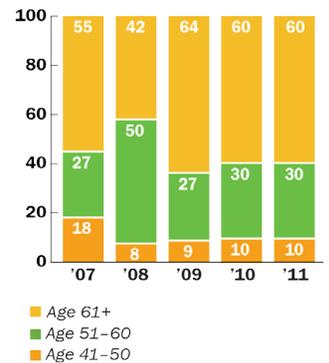
BOARD OF DIRECTORS MINORITY GROUPS

(As reported in annual Proxy Statements, expressed in percentage)



BOARD OF DIRECTORS AGE PROFILE

(As reported in annual Proxy Statements, expressed in percentage)



shares remaining after vesting of restricted stock and earn-out of performance shares.

- The board of directors approved stock ownership guidelines for directors of five times their cash annual fees.
- The Compensation Committee completed a formal risk assessment of the company's compensation programs and, as a result, revised stock ownership guidelines for directors and officers and adopted a policy prohibiting hedging.
- Majority election of directors was implemented.
- Annual election of directors was implemented.
- Supermajority voting provisions were eliminated.
- Shareholders owning at least 25 percent of the outstanding common shares have the right to call special shareholder meetings.
- The board elected an independent director as chairman.

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## RESPONSIBILITY FOR SUSTAINABILITY MATTERS

Our stakeholders expect us to operate in a healthy, safe, legal and environmentally responsible manner. To meet this expectation, we have developed effective systems for identifying and evaluating risks, setting standards, implementing programs, monitoring performance, and complying with the law. Our board addresses aspects of sustainability at every meeting and board committees address aspects of sustainability on a regular basis (e.g., legal compliance). Safety is addressed at every board meeting. The governance and corporate responsibility committee has responsibility for oversight of our sustainability practices and hears a full report once a year. In 2010, we adopted a formal sustainability strategy, which was approved by the governance and corporate responsibility committee. Diversity is addressed at least once a year in a report to the governance committee or in succession planning discussions by the board.

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.

Board committees are responsible for sustainability issues in their areas of oversight, and for ensuring that 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. Learn more about our board committees and their charters in the [investors](#) section.

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## QUALIFICATIONS AND EXPERTISE

Weyerhaeuser's Corporate Governance Guidelines provide that our board should encompass a diverse range of talent, skill and expertise sufficient to give sound and prudent guidance with respect to the company's operations and interests. See our [Governance Guidelines](#) and [Avoiding Conflicts of Interest](#).

Each director is expected to exhibit high standards of integrity, commitment and independence of thought and judgment; to use his or her skills and experience to provide independent oversight to the business of the company; to participate in a constructive and collegial manner; and to represent the long-term interests of all shareholders. Directors must be willing to devote sufficient time and effort to learn the business of the company and to carry out their duties and responsibilities effectively. As part of its periodic self-assessment process, the board determined that, as a whole, it must have the right diversity and mix of characteristics and skills for optimal oversight of the company. It should be composed of people with skills in areas such as:

- Finance
- Sales and markets
- Strategic planning
- Sustainability strategies
- Human resources and diversity
- Safety
- Relevant industry business, especially natural resource companies
- Leadership of large, complex organizations
- Legal
- Banking
- Government and governmental relationships
- International business and international cultures
- Information technology

In addition to the targeted skill areas, the governance and corporate responsibility committee identified key knowledge areas critical for directors to add value to a board, including strategy, leadership, organizational issues, relationships and ethics.

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## PROVIDING RECOMMENDATIONS

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 [2012 Proxy Statement](#).

Our board also requests regular reports about interests and concerns of shareholders and communication with shareholders.

As part of its periodic self-assessment process, our board annually determines the diversity of specific skills and characteristics necessary for optimal functioning in its oversight of the company over both the short and longer term. The governance and corporate responsibility committee has adopted a policy regarding the director selection process that requires the committee to assess the skill areas currently represented on our board and those skill areas represented by directors expected to retire or leave in the near future, against the target skill areas established annually by our board, as well as recommendations of directors regarding skills that could improve the overall quality and ability of our board to carry out its function.

The governance and corporate responsibility committee then establishes the specific target skill areas or experiences that are to be the focus of a director search, if necessary. The effectiveness of our board's diverse mix of skills and experiences is considered as part of each board self-assessment.

Candidates recommended for consideration as nominees for director are evaluated against the targeted skill and knowledge areas. Based on these analyses, the committee determines the best qualified candidates and recommends those candidates to the board for election at the next shareholders' meeting. The governance and corporate responsibility committee carefully reviews shareholder proposals submitted for consideration at the next annual meeting, develops a suggested response, then presents these recommendations to the full board. The board may engage outside advisers to provide support of its consideration of some proposals. The full board approves the suggested responses to any shareholder proposals that will be included in the proxy statement for the annual shareholders' meeting.

Examples of recent topics considered in shareholder proposals include:

- Governance (shareholder right to call special meetings, majority vote, director election by majority, executive compensation, appointment of auditors, independent chairman)
- Forestry practices (certification, wood supply)
- Social issues (aboriginal peoples relations)

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## DIRECTOR SHARE OWNERSHIP GUIDELINES AND COMPENSATION

### SHARE OWNERSHIP GUIDELINES

Our board believes the interests and focus of directors must be closely tied to the long-term interests of shareholders. As a result, the board has established share ownership guidelines for directors. Directors are required to own company common stock valued at five times the director's annual cash compensation. Unless the director is in compliance with the guidelines, he or she must hold 100 percent of the net shares granted as part of the annual fee for serving as a director. Shares deferred into the stock equivalent account of the Deferred Compensation Plan for Directors are counted for purposes of determining whether a director has satisfied the share ownership requirement.

### EQUITY AND CASH COMPONENTS OF COMPENSATION

Each independent director, other than the chairman of the board, will be paid an annual fee for service of \$160,000, and \$90,000 of the annual fee will be paid in the form of Restricted Stock Units. The number of RSUs is determined by dividing the dollar amount of the fees to be granted as RSUs by the average of the high and the low price of the company's common stock on the date of grant. These RSUs will vest over one year and will be settled at the end of the year. The remaining \$70,000 will be paid in the form of cash.

### DEFERRAL OPTION

Directors may choose to further defer receipt of some or all of their vested RSUs into the stock equivalent account under the Deferred Compensation Plan for Directors. RSUs deferred into stock equivalent units will be paid following the director's termination from the board, in the form of shares of the company's common stock. During the deferral period, stock equivalent units will be credited with dividends, which will be paid along with the deferred shares at the end of the deferral period in the form of shares of the company's common stock.

Directors also may choose to defer some or all of the cash portion of the annual fee under the Deferred Compensation Plan for Directors. A director who chooses to defer some or all of the cash portion has the option of deferring the designated amount into the stock equivalent account or into the interest-bearing account. The number of stock units credited to a director's account will be determined by dividing any cash being deferred into the stock equivalent account by the average of the high and the low price of the company's common stock on the date of grant. Amounts deferred into stock equivalent units will be paid following the director's termination from the board, in the form of shares of the company's stock. Amounts deferred into the interest-bearing account will be paid in cash.

### SPECIAL FEES FOR SERVING AS CHAIR

Each director who serves as a chair of a committee receives an additional fee of \$10,000 in cash, which can be taken immediately or deferred into either the stock equivalent account or the interest-bearing account. The chairman of the board receives an annual fee of \$300,000 of which \$150,000 will be paid in the form of Restricted Stock Units that vest over one year and may be further deferred into stock equivalent units. The remaining \$150,000 will be paid immediately in cash or may be deferred into either the stock equivalent account or the interest-bearing account in the Deferred Compensation Plan for Directors.

### REIMBURSEMENT FOR TRAVEL

Directors are reimbursed for travel expenses in connection with meetings. Compensation also is available for extended travel on board business at the request of the board or a committee of the board. Compensation for extended travel on board business is at the rate of \$2,000 per day, including travel days and workdays.

For more information about our compensation programs, including departure arrangements, see the [Notice of 2012 Annual Meeting of Shareholders and Proxy Statement](#).

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## AVOIDING CONFLICTS OF INTEREST

Our board of directors is bound by our business ethics core policy and code of ethics, as are our officers and employees. The code explicitly addresses conflicts of interest and the consequences of noncompliance. The board also has adopted a policy regarding related party transactions, which defines specific areas that could result in conflicts of interest and procedures for reviewing these transactions.

In addition, the board of directors has documented its governance practices in the Corporate Governance Guidelines. The guidelines cover board functions and operation, company operations, board organization and composition, and board conduct—including ethics and conflicts of interest. View [governance policies and guidelines](#) in the investors section.

The governance and corporate responsibility committee takes a leadership role in shaping the governance of the company and provides oversight and direction regarding the operation of the board of directors. The committee regularly reviews recommended corporate governance practices and advises the board to adopt practices the committee considers to be best practices. As a result, our bylaws clarify that a director must stand for election at the next annual shareholders' meeting if the director was appointed to fill a vacancy on the board. We also recently amended our board charter to require a director to submit a letter of resignation for consideration by the governance committee if the director changes his or her principal occupation.

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## RELATED LINKS

[Read our Notice of 2012 Annual Meeting of Shareholders and Proxy Statement.](#)

[Learn more about corporate governance on our Investor Website](#)

[Learn more about our board of directors](#)

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## ETHICS AND BUSINESS CONDUCT

The reputation of Weyerhaeuser Company is due in large part to our heritage and our employees. For more than 100 years, Weyerhaeuser has been known as a company that leads with integrity.

To ensure we conduct business honestly and with integrity, all employees are expected to understand and follow our code of ethics, participate in ethics training on a regular basis, and model and promote ethical behavior.

To report concerns or questions, anyone can call the company's EthicsLine at 800-716-3488 or use [Weyerhaeuser EthicsOnline](#). These tools are available in multiple languages, 24 hours a day, seven days a week.

[Code of Ethics](#) ▼  
[Preventing Corruption and Bribery](#) ▼  
[Anti-Competitive Behavior](#) ▼



### CODE OF ETHICS

Our first code of ethics, *Weyerhaeuser's Reputation, A Shared Responsibility*, was issued in 1976. The code applies to all employees, officers of the company, and the board of directors. It is currently in its eighth edition translated into six languages to ensure all employees understand company expectations. We also make it available to customers, contractors, suppliers and the public.

The [code of ethics](#) explains the standards of conduct that employees are expected to follow, including:

- Antitrust and competition laws
- Company assets
- Conflict of interest
- Corporate opportunities
- Employment expectations
- Employment issue resolution process
- Environmental responsibility
- Full and fair disclosure
- Gifts and entertainment
- Government affairs
- Government investigations, inspections and requests
- Human rights
- Inside information and insider trading laws
- Intellectual property
- International business conduct
- Protection of employee information
- Protection of third-party information
- Safety and health
- Suppliers, contractors and customers

We make regular improvements to our Ethics and Business Conduct program, including revisions of our code of ethics to address new issues or clarify company policies.

A certificate of compliance is sent to all salaried employees each year, including top management, to audit compliance with the code of ethics, company policy and the law. New employees are introduced to our code of ethics as part of our orientation process.

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### PREVENTING CORRUPTION AND BRIBERY

Weyerhaeuser is committed to obeying the law in all countries where we do business. We have adopted policies and standards for ethical conduct to ensure that we comply with the U.S. Foreign Corrupt Practices Act and similar anti-corruption laws in each country where we do business.

We regularly train employees using anti-bribery training modules. Our contracts and purchasing policies require agents, contractors, suppliers, service providers and joint-venture partners to comply with our Foreign Corrupt Practices Act policies and standards as well as

all statutes and regulations regarding corruption and bribery.

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## ANTI-COMPETITIVE BEHAVIOR

All 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 compliance program and are responsible for being aware of the risk and costs of violating the laws and complying with our guidelines for behavior.

Any updated information about antitrust litigation against us would be described in the legal proceedings section of our annual [Form 10-K](#) and in the [quarterly reports](#) we file with the SEC.

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## RELATED LINKS

[View our Ethics and Business Conduct Charter](#)

[Read our Supplier Code of Ethics](#)

[Learn about the numerous Awards and Recognitions we've received](#)

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## EXTERNALLY ENDORSED PRINCIPLES

Weyerhaeuser has voluntarily endorsed the following external initiatives:

Initiative	Adopted	Applicability	Multi-stakeholder Involvement
Business Roundtable Social, Environmental, Economic (S.E.E.) Change	2005 - founding member	United States	No
Green Products Roundtable, Green Marketing Pledge	2011	Global	Yes
Institute for Supply Management™ Principles for Social Responsibility	2005	Global	Yes
International Conference of Forest Products Association's Principles on Sustainability	2006	Global	No
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

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## MANAGING SUPPLIERS

Weyerhaeuser seeks to build relationships with our suppliers based on mutual benefit, trust, performance and a joint commitment to continuous improvement. We expect—and our contracts require—suppliers to operate ethically and to comply with all contract terms, laws and regulations.

[Standard terms](#) of purchase apply to our U.S.- and Canadian-based contracts and require suppliers to comply with all company policies, as well as all applicable laws, including health and safety, environmental, and labor and employment. Our suppliers must also become familiar with, comply with, and maintain policies consistent with Weyerhaeuser's standard environmental, health and safety requirements. We apply our ethical conduct standards when selecting suppliers and business partners and also expect suppliers to act in accordance with our [supplier code of ethics](#) when working on our behalf. We screen suppliers for human rights issues selectively based on risk.

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

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

### RELATED LINKS

[Learn more about our work related to the California Transparency in Supply Chains Act](#)  
[Read more about our work related to Human Rights](#)  
[View our Supplier Code of Ethics](#)



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## STATEMENT REGARDING 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 supply chains.

Weyerhaeuser seeks to build relationships with our suppliers based on mutual benefit, trust, performance and a joint commitment to continuous improvement. We expect—and our contracts require—suppliers to operate ethically and to comply with all contract terms, laws and regulations.

The standard terms of our supplier contracts allow us to conduct compliance audits. We apply a risk-based approach to determine which suppliers are subject to audit by our internal procurement or audit resources.

Most of our raw materials are sourced—and most of our manufacturing activities are conducted—in North America. While we believe the risk of slavery or human trafficking in our supply chain is low, we nonetheless have a variety of mechanisms in place to assess and reduce risks in our supply chain, including:

### EXPECTATIONS FOR SUPPLIERS

The [standard terms](#) of purchase that apply to our U.S.- and Canadian-based 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 Weyerhaeuser's standard environmental, health and safety requirements.

We apply our ethical conduct standards when selecting suppliers and business partners. We expect our suppliers to act in accordance with our [supplier code of ethics](#).

As part of our sustainability strategy, we continue to develop and include appropriate sustainability criteria in our supplier performance expectations.

### HUMAN RIGHTS POLICY

We recognize that companies operating in today's global marketplace need a human rights policy and adopted our human rights policy in 2008. 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 Weyerhaeuser's operations in North America are certified to the Sustainable Forestry Initiative® Certified Sourcing Standard. The SFI Standard contains twenty objectives, including Objective 13, Avoidance of controversial sources including fiber sourced from areas without effective social laws. Indicators supporting this objective require certified companies that source forest based raw material from outside the U.S. and Canada to have a process to assess the risk that their fiber sourcing could occur 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. Many of our operations are also certified to the Programme for the Endorsement of Certification Chain of Custody Standard, which includes requirements that forced labor is not used.

### ADDITIONAL ASSESSMENT OF FOREIGN SUPPLIERS

We have been a member of the Customs-Trade Partnership Against Terrorism since 2003. As part of this program, we conduct risk assessments of our foreign suppliers. The threat of smuggling humans is one of the risk factors considered in this assessment. 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 the Supplier Questionnaire Logs and Supplier Action Plans.

### ACCOUNTABILITY

A supplier's failure to comply with these 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.

### EMPLOYEE TRAINING

Our long term goals includes commitments to develop human rights training for employees and to ensure that procurement professionals fully understand the expectations included in the supplier code of ethics.

### TRANSPARENCY AND DISCLOSURE

We report on our pages progress towards meeting our long-term sustainability goals annually on our [website](#).

**RELATED LINKS**

[Human Rights](#)

[Supplier Code of Ethics](#)

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## PARTICIPATING IN THE POLITICAL PROCESS

Weyerhaeuser participates in the political process to help shape public policy and legislation that have a direct effect on our company. This engagement is tied closely to our business strategies and is an important way to build and protect our license to operate. Our involvement includes coalition building, relationship building, advocacy, political contributions and grass roots activities.

Weyerhaeuser's reputation and relationships with government officials are extremely important assets, which contribute significantly to our success. Therefore, we are committed to maintaining and enhancing strong relationships with government officials through ethical, responsible and lawful actions.

- [Company Activities](#)
- [Employee Activities](#)
- [Campaign Contributions — United States](#)
- [Campaign Contributions — Canada](#)
- [Public Policy Discourse](#)
- [Association Participation](#)
- [Issues Important to Weyerhaeuser](#)



## COMPANY ACTIVITIES

Weyerhaeuser's involvement in the political process reflects the company's interests and not those of individual officers or directors. Public policy and legislative priorities are reviewed annually with senior business leaders as well as with the Governance and Corporate Responsibility Committee of the board of directors.

Political contributions reflect one dimension of participation in the political process. To ensure that we are in compliance with all applicable laws, Weyerhaeuser's political contributions are managed by Corporate Affairs, under a general delegation of authority from the company's general counsel. Prior approval for any contribution must be given by the appropriate Corporate Affairs senior manager. No contribution may be given in anticipation of or in return for an official act.

To advocate our position, the company relies on government affairs professionals, assisted by key managers and subject-matter experts. Only authorized employees and contract lobbyists may engage in lobbying activities, as defined by the appropriate jurisdiction, on behalf of the company. Such persons must comply with all applicable legal requirements.

All laws and regulations regarding in-kind contributions, use of corporate facilities and resources, independent expenditures, and gifts and ethics laws must be stringently followed. Employees may not offer, promise or give anything of value to any government official, employee, agent or other intermediary (either domestically or internationally) to influence the exercise of government duties. In 2011, [Weyerhaeuser used \\$25,000 of corporate funds to support independent expenditures](#). Under circumstances when corporate funds are used for independent expenditures, all transactions are disclosed and transparent in our annual report of all political donations.

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.

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## EMPLOYEE ACTIVITIES

Weyerhaeuser strongly supports employee involvement in political affairs and encourages and supports lawful individual activities that involve political parties, candidates or issues.

Employees may communicate personal opinions to government officials. However, Weyerhaeuser employees may not use company stationery, the Weyerhaeuser name, work titles or other company resources, such as electronic media, copiers, phones or fax machines, to express personal opinions to government officials or to promote candidates. In addition, personal political contributions may not be reimbursed.

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

Weyerhaeuser employees must comply with all laws, regulations and company policies regarding gifts to, and entertainment of,

government officials.

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## CAMPAIGN CONTRIBUTIONS — UNITED STATES

Political contributions reflect one dimension of participation in the political process. All of Weyerhaeuser's political contributions comply with applicable law, and require the prior approval of the law department and authorization of the director of regional, federal and international affairs. A report of compliance is provided annually to the board governance committee.

Weyerhaeuser sponsors a U.S. employee-funded Weyerhaeuser Political Action Committee, which solicits voluntary contributions from eligible shareholders and employees. Decisions regarding contributions are controlled by an employee-based board of directors. These contributions are bipartisan and based on a variety of considerations. These pooled funds are used mainly to support candidates for the U.S. House of Representatives and the U.S. Senate. In some jurisdictions where Weyerhaeuser operates—Arizona, North Carolina, Oklahoma and Texas—legally sanctioned WPAC funds are also used to support candidates for state elective offices.

In 2011, the [Weyerhaeuser Political Action Committee contributed \\$284,000](#) to federal candidates, committees and some state candidates. WPAC contribution reports are filed with the [Federal Elections Commission](#) and posted on its website.

Other states allow companies to contribute directly to campaigns for state and local offices and for ballot measures, a democratic process in which Weyerhaeuser participates. In 2011, Weyerhaeuser and its subsidiaries made [political contributions of \\$262,369](#) in the following states: [Alabama](#), [Arkansas](#), [California](#), [Georgia](#), [Louisiana](#), [Mississippi](#), [Nevada](#), [Oregon](#), [Texas](#) and [Washington](#). Reports of state and local contributions are filed as required at state and local levels.

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## CAMPAIGN CONTRIBUTIONS — CANADA

Lawful corporate donations to political parties are a recognized, legitimate and transparent part of Canadian governmental processes. Donations are made at only the federal and provincial levels of government and are publicly disclosed in accordance with reporting requirements in each jurisdiction where the company operates.

In 2011, Weyerhaeuser Company Limited, the company's [Canadian subsidiary, contributed CA\\$37,410](#) to political parties or candidates in Canada.

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## PUBLIC POLICY DISCOURSE

We belong to a variety of industry associations and public policy organizations that participate in the public debate about issues that are of interest to us. We review our membership in these associations annually. We encourage our managers who are engaged in these associations to take an active role to ensure the associations' priorities reflect the company's interests.

To advocate our positions, we rely primarily on Weyerhaeuser managers and subject-matter experts who are assisted by internal professionals. We follow both the letter and the spirit of the laws governing lobbying, with managers receiving regular training on current law and practices. In our lobbying efforts, we strive to work fairly and honestly with public officials at all levels.

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## ASSOCIATION PARTICIPATION

We benefit from the lobbying efforts of the following associations through our membership. The portion of our dues used for lobbying activities is noted below, where available:

- [American Benefits Council \(23%\)](#)
- [American Wood Council \(10.5%\)](#)
- [The Business Roundtable \(45%\)](#)
- [Council of Forest Industries \(Canada\)](#)
- [Forest Products Association of Canada](#)
- [Forest Resources Association \(6%\)](#)
- [Leading Builders of America \(90%\)](#)
- [National Alliance of Forest Owners \(50%\)](#)
- [National Association of Real Estate Investment Trusts \(25%\)](#)
- [National Council for Air and Stream Improvements, Inc. \(0%\)](#)
- [Pulp and Paper Products Council \(Canada\)](#)
- [Sustainable Forestry Initiative, Inc. \(0%\)](#)
- [U.S. Climate Action Partnership](#)
- [World Business Council for Sustainable Development \(Switzerland\)](#)

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## ISSUES IMPORTANT TO WEYERHAEUSER

Weyerhaeuser policy teams monitor public policy issues that affect the business climate and coordinate company actions to understand and engage in public discourse. Issues of particular importance to Weyerhaeuser include:

- Energy policy, including the role of biomass in renewable energy policies and rates levied by the Bonneville Power Administration
- Taxation of timberlands in the United States
- Climate policy, including impacts on manufacturing costs and positive recognition of sequestered carbon in forests and forest products
- Green building programs, standards and recognition for the sustainable attributes of wood products
- Housing policy that helps return market stability and encourages homebuyers to re-enter the market
- Conservation of and access to the boreal forest and protection of caribou in Canada
- Softwood lumber trade between the United States and Canada

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## RELATED LINKS

[Learn more about issues important to Weyerhaeuser](#)

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- [Political donations in 2009 \(total\)](#)
- [U.S. political donations made by Weyerhaeuser in 2010](#)
- [U.S. Weyerhaeuser Political Action Committee political donations in 2010](#)
- [Canadian political donations made by Weyerhaeuser in 2010](#)

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## RISK MANAGEMENT SYSTEMS

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

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

[Our Systems](#) ▼

[Our Management Structures](#) ▼

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

[Internal Controls](#) ▼



### OUR SYSTEMS

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

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

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### OUR MANAGEMENT STRUCTURES

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

- Staff professionals in health, safety and environment, as well as public and regulatory affairs, who provide technical expertise to evaluate our performance; identify opportunities, risks and external trends that could affect the company; and provide recommendations to establish optimum performance.
- Cross-functional issue-management teams that recommend strategy and manage our response to environmental, health and safety, sustainability and public policy issues.
- Our senior management team reviews sustainability performance annually, approves company policies or positions and reviews effectiveness of our strategy and results.
- The [Board of Directors](#) Governance and Corporate Responsibility Committee's charter provides oversight and direction on the Company's sustainability strategy and reviews our sustainability performance and progress towards goals on an annual basis.

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### ENVIRONMENT, HEALTH AND SAFETY POLICIES

Our health and safety policy reflects a company commitment based on caring for our employees. The policy brings focus to accountability, and is aligned with our safety strategy. See the [Health and Safety Policy](#) section for more information. Our environmental policy outlines our expectations for all of our businesses to be responsible environmental stewards. In 2010, we modified the policy to include our commitment to reduce waste. See the [Environmental Core Policy](#) for more information.

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

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## INTERNAL CONTROLS

To help ensure that shareholders receive accurate financial information, the Sarbanes-Oxley act of 2002 requires public companies to assess their internal control structures and procedures for financial reporting and to disclose any material weakness in these controls. Our assessment is audited by an independent public accounting firm. The first report, which was due for the 2004 fiscal year, concluded our internal controls were effective and identified no material weaknesses. Subsequent reports for each fiscal year since 2004, including 2011, also concluded that our internal controls were effective and identified no material weaknesses.

## RELATED LINKS

[Learn more about our stakeholder engagement](#)

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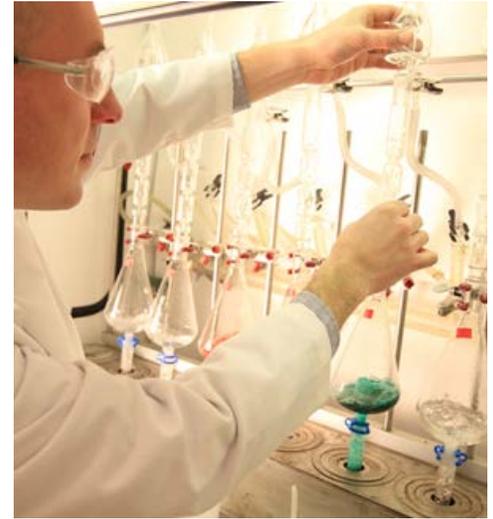
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## INNOVATION

Our focus on science and technology is unique in our industry. We're experts at managing sustainable forests, and we understand how to use this remarkable resource to create superior solutions to address society's needs.

As demand grows for more sustainable products, less oil dependence, and fewer carbon emissions, we know trees will become the solution to many global challenges. Products from fuel and plastic to clothing and cosmetics can be made from cellulose fibers. Advanced wood products technologies drive more efficient home construction. A vast array of renewable tree-based opportunities drive Weyerhaeuser's researchers and customers to new heights of innovation.

Innovation is a core value at Weyerhaeuser. The idea of continual improvement and constantly seeking new and better ways to get results, is deeply embedded in our culture. Whether you look in the labs of our technology center, or on the floors of our operations throughout the world, you'll find a spirit of ingenuity thriving at our company. And as we pursue focused growth in the decades to come, innovation will take new shape, in the form of [partnerships](#), [collaborations](#) and new business models for a changing world.



### RELATED LINKS

[Learn more about innovation at Weyerhaeuser](#)
[Read more about using cellulose fibers in textiles](#)
[Learn more about Weyerhaeuser Solutions](#)
[Read more about green building solutions provided by our Wood Products business](#)

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## COLLABORATIONS AND PARTNERSHIPS

### RENEWABLE ENERGY AND FIBERS

For decades Weyerhaeuser has used carbon-neutral biomass to provide a portion of the energy to run our manufacturing operations. Additionally, all of our wood products and cellulose fiber products are inherently renewable, since they are derived from forests that are renewed and replanted. We believe that forests and related biomass can be a prime source of raw material for a variety of products. We're continuing our strong tradition of ingenuity, research and sustainability by exploring new ways our assets can be used to generate renewable energy and fibers. Below are a few examples of our recent collaborations and partnerships aimed at producing advanced, renewable and sustainable products.

- [Biofuels Joint Venture: Catchlight Energy](#)
- [Harnessing Wind Power on our Land](#)
- [Geothermal Exploration](#)
- [Alternative to Petroleum-based Materials in Nonwoven Products](#)
- [Creating Carbon Fiber from Lignin](#)

#### BIOFUELS JOINT VENTURE: CATCHLIGHT ENERGY

In February 2008, Chevron and Weyerhaeuser announced the creation of a 50-50 joint venture company, Catchlight Energy LLC. Catchlight Energy's vision is to become a major integrated producer of biofuels derived from non-food forest-based resources and to deliver renewable transportation fuels produced from biomass in a manner that is scalable and sustainable — both environmentally and economically.

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

The partnership reflects the view that cellulosic biofuels will fill an important role in diversifying the nation's energy sources and addressing global climate change by providing a source of low-carbon transportation fuel.

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

Independent experts are being engaged to verify that Catchlight Energy's forest-to-fuel business model is environmentally sustainable. Many factors are being taken into consideration, including life cycle analysis, greenhouse gas emissions, water, wildlife, and soil erosion.

Catchlight Energy has an agreement to supply forest-based biomass and purchase a portion of the renewable hydrocarbon fuels produced at KiOR's First Commercial Unit in Columbus, Mississippi, which is scheduled to start up in the second half of 2012.


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#### HARNESSING WIND POWER ON OUR LAND

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

Since 2008, we have been actively evaluating our wind energy opportunities. Through lease/option agreements with multiple wind power developers, our wind resources are being evaluated for:

- Viability

- Fit with transmission availability
- Market opportunities; and
- State renewable energy portfolios.

By early 2011, we had nine wind-resource-development agreements in place with five separate wind-power developers. Projects are located in Washington, Oregon, Oklahoma and North Carolina. Potential estimated renewable energy power output from these projects is approximately 400 megawatts. We are currently negotiating agreements on additional properties in Washington and North Carolina with the potential for a further 400 megawatts of electrical power generation. We expect these projects to provide an additional stream of long-term revenue with minimal impact on core, timber business activities.



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### GEOTHERMAL EXPLORATION

In an agreement with us, Alta Rock Energy selected approximately 47,000 acres of originally optioned land in Washington, Oregon, and California to convert to lease status. Alta Rock selected the lease acreage based on regional exploration results indicating "at depth" heat resources in the Mt. Saint Helens area in Washington and adjacent to Summer Lake in south-central Oregon. Alta Rock continues to explore the potential for developing Engineered Geothermal System projects and will be conducting additional testing including the drilling of heat gradient holes on the selected lease lands.



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

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### ALTERNATIVE TO PETROLEUM-BASED MATERIALS IN NONWOVEN PRODUCTS

We signed a Memorandum of Understanding in July 2008 to work with Lenzing, the world market leader in cellulose staple fibers, to develop novel lyocell-based nonwoven fabrics.

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

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

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### CREATING CARBON FIBER FROM LIGNIN

We are currently partnering with Zoltek Companies, Inc., under a U.S. Department of Energy (DOE) grant to produce a low cost carbon fiber incorporating the natural polymer lignin, which could potentially enhance the energy efficiency of carbon fiber manufacture and be used in advanced (more fuel efficient) vehicles. The project was part of a larger announcement in August 2011, of more than \$175 million for Advanced Vehicle Research and Development from the DOE's National Energy Technology Lab. Prior to the grant announcement, Zoltek and Weyerhaeuser worked together on developing a new low cost route to carbon fiber using a lignin/PAN hybrid. It is anticipated that by

combining the earlier technology with improvements in operating and energy efficiencies for carbon conversion, the project may be able to provide lower cost carbon fiber for automotive and other applications.

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## RELATED LINKS

[Read about our participation in a jet biofuel research project](#)

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## PEOPLE

At Weyerhaeuser, caring about people is deeply rooted in our company culture. We put safety first because we care. We invest in our communities because we care. We do what it takes to attract and retain diverse, high-performing talent because we care about the people who work hard every day to make this company successful.



### SECTION HIGHLIGHTS

**Our goal is to create an injury-free workplace.** Read about how one of our employees helped avert disaster by broadly communicating weather hazards in our coastal Oregon region.

**We're committed to helping employees and their families stay healthy.** Watch our health and fitness expert explain how nine simple exercises can be done anytime, anywhere with only your own body as equipment.

**In 2011, we began rolling our diversity and inclusion training for all our leaders.** Watch our people talk about what embracing diverse points of view and practicing inclusion means to them.

**In 2011, Weyerhaeuser employees completed more than 135 projects and contributed nearly 21,660 volunteer hours.** Watch them raise money for United Way at a circus-themed event, complete with ringmaster, lion tamer and pie throwing!

**We are committed to developing and maintaining positive relationships with aboriginal communities wherever we operate.** Read how one of our employees was recently honored by the Métis community in Grande Prairie, Alberta.

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## EMPLOYEES

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

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

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



## EMPLOYEE ENGAGEMENT SURVEY

We measure the overall effectiveness of our work environment every two years through our companywide employee engagement survey, which has seven main categories and 21 questions in total. In 2011, all employees were given the opportunity to complete this survey and our response rate was 88 percent.

Here is a snapshot of our rolled-up companywide results:

- Overall engagement: 70 percent positive
- Safety commitment: 85 percent positive
- Clear strategy and direction: 74 percent positive
- Working together effectively: 77 percent positive
- Skills and training: 66 percent positive
- Leader effectiveness: 63 percent positive
- Ethics and principles: 73 percent positive
- Satisfaction with Weyerhaeuser: 63 percent positive

We share these companywide results with all employees through our internal communications channels, and all teams review their individual results separately.

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.

The extent to which we succeed in improving our work environment is measured using the results of subsequent surveys. We also track retention as a key measure of engagement, which in 2011 was 94.3 percent in our North American operations (i.e. voluntary turnover was 5.7 percent).

## SOURCING TALENT

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

In North America, where 94 percent of our employees work, we follow a hiring policy that bases employment decisions on consistent, job-related criteria. Many of our facilities are in rural areas and rely heavily on the local work force for talent. Hiring locally is preferable, but we

88%

Percentage of employees who say they clearly understand how their work contributes to the success of their team (2011 Engagement Survey)

84%

Percentage of employees who agree that Weyerhaeuser behaves responsibly in the communities where it operates (2011 Engagement Survey)

70%

Percentage of employees who would recommend Weyerhaeuser as a good place to work (2011 Engagement Survey)

use many sourcing channels to fill open positions depending on the requirements of the role. We start with defining job duties and qualifications. Then we monitor staffing decisions to ensure selection processes are free from bias. Our process aligns with an employee relations policy that reflects values such as diversity, teamwork, effective leadership and personal accountability.

#### **HIRING LOCAL TALENT**

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

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

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## PERFORMANCE-DRIVEN CULTURE

A company cannot achieve its vision and goals without a disciplined performance management system. We are committed to cultivating a performance-driven culture that rewards results. That's why we have rigorous performance management and goal-setting processes at all levels of the company.

Our executive offices, business segments and corporate functions all use a three-point scale of "exceeds," "achieves," and "below" to rate performance in critical areas. This goal-setting activity aligns department, team and individual goals to company goals. We formally evaluate progress at all levels at mid-year and year-end.

Employees work with their managers to develop goals annually, defining expectations that meet and exceed specific objectives. During performance reviews, the results of how well goals were or were not met are discussed and evaluated, which feeds into the salary action process. Salaried employees use a performance management plan system, while hourly employees use a goal-setting process. North American nonexempt production and maintenance employees generally set team-based goals that are reflected in their sites' objectives. How this is accomplished varies by business segment.

Although our performance management systems differ in some ways, the end objective is the same — to align each employee's work to company and unit business goals.

### EMPLOYEE COMPENSATION TIED TO PERFORMANCE

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

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

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

### RELATED LINKS

[Learn more about the training and development we offer our employees](#)

[Learn more about our diversity and inclusion efforts](#)



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## PAY AND BENEFITS

Weyerhaeuser provides competitive pay and benefits to help employees get and stay healthy and build a secure financial future. Employment policies and benefits vary based on employee type and location, but generally, the information in this section represents the typical range of pay and benefits we offer.

- [Our Employment Package](#) ▼
- [More About Our Pension Plans](#) ▼
- [More About Employee Health](#) ▼

### OUR EMPLOYMENT PACKAGE

#### PAY

- Competitive base and variable pay
- Annual Incentive Plan (for salaried employees)
- Special recognition programs (for outstanding team and individual achievements)

#### BENEFITS

- Retirement savings plans with company match
- Pension plan
- Medical, dental and vision coverage
- Tax-deferred accounts (Health Savings Account and Flexible Spending Accounts)
- Company-paid life insurance with optional supplemental coverage
- Short- and long-term disability insurance

#### HEALTH AND WELLNESS

- Worksite health and wellness programs and activities
- Companywide health and fitness challenges
- Weight loss assistance
- Health coaching
- On-site health screenings, including personal health assessments
- Tobacco cessation assistance
- Employee and family assistance

#### WORK/LIFE BALANCE

- Paid vacation and holidays
- Flextime and job sharing
- Adoption support
- Family, medical and personal leave
- Corporate-sponsored volunteer programs
- United Way loaned executive program
- Tuition reimbursement plans
- Employee discounts on local products and services
- Recreational club activities
- Long-term care insurance discounts

### MORE ABOUT OUR PENSION PLANS

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



# 100%

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

# 78%

Average percentage of participants who complete our companywide health and fitness challenges

# 1,000

Average number of employees who visit our health and fitness blog each month

# 1,400

Average number of employee views of our health and wellness videos

## FINANCIAL SECURITY

Weyerhaeuser employees are generally eligible to receive benefits from the pension plans at termination or retirement provided they meet certain eligibility requirements, adding to their own financial security in retirement. When considering the net returns of Weyerhaeuser's pension plan assets over the prior ten-year periods, Weyerhaeuser's pension plan assets in the U.S. have performed in the top quartile when compared with other companies with pension plans greater than \$1 billion. (Based on fourth quarter 2011 data from Bank of New York Mellon Corporation. All rights reserved.) The 2011 year-end estimated fair value of our combined (U.S. and Canada) pension plans' assets was \$4.7 billion compared with a \$5.8 billion combined benefit obligation (all qualified, registered, non-qualified and non-registered plans), measured on the basis of the Financial Accounting Standards Board Statement, Accounting Standards Codification Topic 715.

Over the 27-year period during which we've pursued our current investment strategy, the U.S. fund has achieved a net compound annual return of 14.8 percent. We've achieved first-quartile performance in the U.S. pension trust by investing in a diversified mix of nontraditional strategies, including hedge funds, private equity, opportunistic real estate and other externally managed alternative investment funds. The Canadian pension trust has a similar investment strategy.

## COMPANY CONTRIBUTIONS

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

We fund our qualified and registered pension plans and a portion of our non-registered plans. Based on estimated year-end asset values and projections of plan liabilities, we expect to:

- Have a contribution requirement for the U.S. qualified plan for 2012 of approximately \$60 million, which is payable by Sept. 15, 2013.
- Contribute approximately \$83 million to our Canadian pension plans (registered and non-registered) in 2012 and approximately \$20 million to our U.S. non-qualified pension plan.

For more information, see the pension note in our most recent Annual Report and Form 10-K at [investor.weyerhaeuser.com](http://investor.weyerhaeuser.com).

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## MORE ABOUT EMPLOYEE HEALTH

Our commitment to employees' health and safety is absolute. More than 90 percent of our locations companywide have certified health and wellness coordinators, and all locations participate in our health and wellness programs.

Our goal is to increase personal health awareness among employees, to engage them in proactive health improvement activities, and to help ensure the continued viability of the company's employee benefit plans.

Our [Health Connection programs](#) offer resources, information, and support to help employees and their families get and stay healthy. The objective is to identify and diminish the effects of root causes that contribute to poor health and serious diseases, such as depression and unmanaged stress, excess weight, high blood pressure, tobacco use and inactivity.

Each year, we run companywide health and fitness challenges that focus on establishing good exercise and eating habits, as well as other healthy behaviors, such as drinking enough water and getting enough sleep. Employees from all over the company participate in these challenges, and many form teams to boost accountability. In 2011, our participant completion rate was 78 percent.

We also engage employees throughout the year with regular health and wellness communication, including informational and success stories on our online company news center (intranet home page), a weekly health and fitness blog, and periodic videos.

Watch our internal health and fitness blogger as he instructs employees on nine simple exercises they can do anywhere, anytime with only their bodies as equipment:

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## RELATED LINKS

[Learn more about careers at Weyerhaeuser](#)

[Learn more about our commitment to health and safety](#)

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As of Dec. 31, 2011, we had offices or operations in 12 countries with 12,765 employees, primarily in the United States and Canada. Our employees work in a variety of roles, from scientists, engineers, architects and financial specialists to forestry, trade and craft workers. Each individual plays an important part in delivering superior sustainable solutions for the world.

EMPLOYMENT STATISTICS (AS OF DEC. 31, 2011)

<b>Total number of global employees</b>	12,765
<b>Average number of years with the company (North America)</b>	15.4
<b>Employees younger than 30 years (North America)</b>	7.4%
<b>Average age of employees (North America)</b>	47.5
<b>Percentage of employees in the United States and Canada</b>	93.3%
<b>Countries where we have employees</b>	12
<b>Employees represented by unions (North America)</b>	28.7%

EMPLOYEE TURNOVER (2011)

<b>Involuntary terminations in North America<sup>1</sup></b>	13.9%
<b>Voluntary terminations in North America (includes retirements)</b>	5.7%
<b>Overall North American employee turnover</b>	19.6%

1. The involuntary terminations in 2011 included employees affected by asset changes, closing or selling facilities, and business unit reorganizations.

TURNOVER BY AGE GROUP IN NORTH AMERICA (2011)

Age Group	Turnover of females (involuntary) <sup>1</sup>	Turnover of males (involuntary) <sup>1</sup>	Turnover of females (voluntary)	Turnover of males (voluntary)
< 30 years old	2.4%	2.2%	0.9%	1.1%
30-49 years old	6.5%	5.5%	2.5%	2.5%
50 and over	4.1%	5.1%	1.4%	2.4%
<b>TOTAL number of individuals who left the company</b>	<b>356</b>	<b>1,401</b>	<b>118</b>	<b>601</b>

1. The involuntary terminations in 2011 included employees affected by asset changes, closing or selling facilities, and business unit reorganizations.

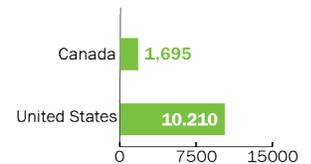
JOB ELIMINATION NOTICE PERIOD

In 2011, the total number of employees at Weyerhaeuser decreased by 10.3 percent, primarily as a result of the sale of our Hardwoods and Westwood Shipping businesses.

Whenever facilities are closed, we place affected employees in positions elsewhere within the company whenever possible.

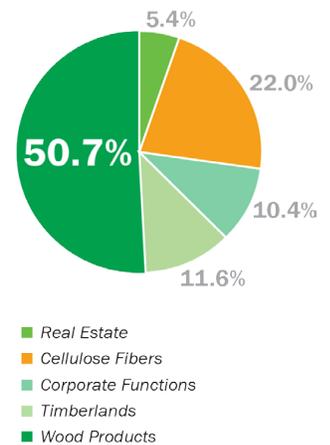
We attempt to ease the transition of involuntary terminations by:

WEYERHAEUSER EMPLOYMENT BY COUNTRY AS OF DEC. 31, 2011



Total: 12,765

PERCENTAGE OF NORTH AMERICAN EMPLOYEES IN EACH SEGMENT



- Giving employees advance notice, and following all applicable laws and regulations regarding required notice periods.
- Offering a variety of severance benefits, including severance pay and job-search assistance.

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## HEALTH AND SAFETY

Our commitment to employee and contractor safety is our highest company value, and leadership and employee involvement has been the foundation of our success in improving performance over the last decade. From our senior leadership to our front-line supervisors, visible, consistent commitment to safety has made 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 have taken on increased responsibility and accountability in safety. Our journey to an injury-free Weyerhaeuser is well under way.

- [Health and Safety Strategy](#)
- [Safety Leadership](#)
- [Safety Performance](#)
- [Incident Investigation and Reporting](#)
- [Health and Safety Exchange](#)
- [Recordkeeping](#)
- [Health and Safety Policy](#)
- [Sustainability in Action: Safety goes viral](#)

### HEALTH AND SAFETY STRATEGY

Our companywide strategy, "Safe from the Start: Our Journey to Injury-Free," defines five basic elements of the company's approach to managing safety:

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

Key companywide tools that support this approach include:

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

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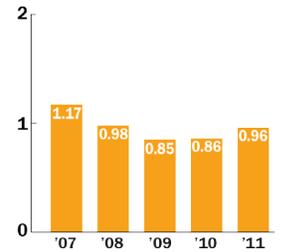
### SAFETY LEADERSHIP

Watch our president and CEO talk about our journey to injury-free and focus areas for 2012:

85%

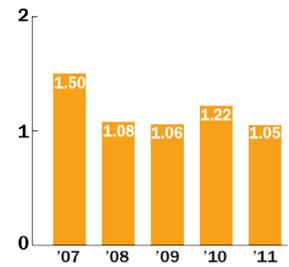
Percentage of employees who agree we always put safety first — no compromise (2011 Engagement Survey)

**FIVE-YEAR EMPLOYEE RECORDABLE INCIDENT RATE**  
(includes supervised contractors)



Data reflects performance of Weyerhaeuser's current portfolio of operation; does not include operations closed or sold since 2006.

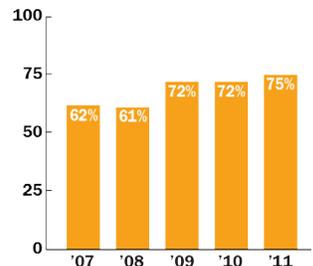
**FIVE-YEAR CONTRACTOR RECORDABLE INCIDENT RATE**  
(includes non-supervised contractors)



Data does not include contractors from our real estate subsidiaries.

**PERCENTAGE OF SITES OPERATING RECORDABLE INJURY FREE**

(includes employees and supervised contractors)



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## SAFETY PERFORMANCE

One measure we use to monitor our safety performance is the recordable incident rate. We achieved our goal of a less-than-one RIR, and have demonstrated this performance is sustainable. In fact, in 2011, 75 percent of our facilities operated injury-free. Our results show that we are placing the correct level of attention on employee and contractor safety and have the right processes, training, tools, communications, activities and behaviors in place.

### KEY SAFETY PERFORMANCE METRICS

SAFETY INCIDENTS AND FATALITIES <sup>1</sup>					
	2007	2008	2009	2010	2011
<b>United States and Canada</b>					
Employee RIR <sup>2</sup>	1.17	0.98	0.85	0.86	0.96
Contractor RIR <sup>3</sup>	1.50	1.08	1.06	1.22	1.05
Days-away case rate (employees)	0.30	0.41	0.34	0.33	0.32
Days-away rate (employees)	12.96	19.61	17.54	12.21	12.50
<b>Fatalities worldwide</b>					
Employees	0	1	0	1	0
Contractors	4	1	0	1	2

1. Data reflects performance of our current portfolio of operations. In March 2007, our fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, we sold our containerboard, packaging and recycling business to International Paper. Operations involved in those transactions or closed have been removed from historical data.

2. Employee data includes supervised contractors.

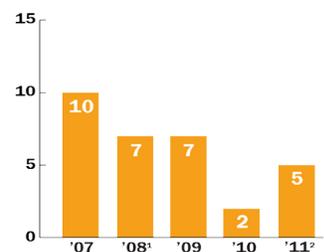
3. Contractor RIR data does not include contractors from our real estate subsidiaries.

### INDUSTRY RECORDABLE INCIDENT RATE (NORTH AMERICA)

American Forest & Paper Association  
2011 Benchmark Report



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



<sup>1</sup> 2008 data includes facilities sold in August 2008 to International Paper.

<sup>2</sup> 2011 data includes facilities sold in August 2011 to American Industrial Partners.

### FATALITIES

It is not acceptable to Weyerhaeuser that any person lose his or her life while working for us. Regrettably, we experienced fatalities recently.

On Jan. 19, 2011, a contract employee died when a loader he was moving across a bridge overturned into a creek.

On Oct. 17, 2011, a contract employee died after falling 45 feet into a heat exchange vessel.

On May 9, 2012, a contract employee died after being struck by an upending log as he was setting a choker.

On June 15, 2012, a contract employee died after being struck by an object while a turn of logs was being yarded over steep and rocky ground.

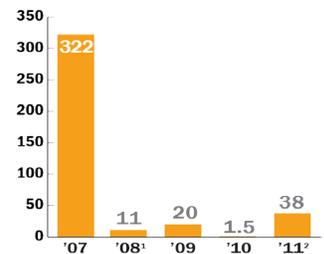
These incidents were reviewed by the senior management team and the board of directors after thorough investigations. Lessons learned from the incidents were communicated to contractors (as appropriate) and all employees across the company, and recommendations were implemented.

### COMPLIANCE

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

### HEALTH AND SAFETY FINES AND PENALTIES IN THE UNITED STATES AND CANADA

(In thousands of U.S. dollars)



<sup>1</sup> 2008 data includes facilities sold in August 2008 to International Paper.

<sup>2</sup> 2011 data includes facilities sold in August 2011 to American Industrial Partners.

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## INCIDENT INVESTIGATION AND REPORTING

To prevent injury, a company must learn from its safety incidents and near misses. Our incident investigation standard requires that all incidents be reported, recorded and investigated according to defined processes based on the type and severity of the incident. Causes must be identified and action taken to prevent recurrence.

Our Safety and Health Information Management System enables us to report incident data and the resulting investigation information, track the progress of corrective actions, analyze company trends and identify potential risks in health and safety. We collect and analyze information on:

- Work-related injury and illness
- Environmental incidents
- Near mishaps
- Hazard observations
- Property damage
- Vehicle incidents
- Process loss
- Product damage

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## HEALTH AND SAFETY EXCHANGE

The Health and Safety Exchange is a primary way we assess and improve the health and safety management systems at Weyerhaeuser locations. All North American operations are reviewed against the following criteria (or a subset) annually.

- Leadership in health and safety
- Employee-driven
- Work-site analysis
- Incident investigation
- Hazard prevention and control
- Inspections
- Industrial hygiene
- Health management/occupational health
- Emergency preparedness
- Training
- Business focus activities

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## RECORDKEEPING

Accurate reporting and recordkeeping provide a solid foundation for tracking and analyzing incident trends so we can implement effective safety processes and prevent injuries. We expect accurate recordkeeping, and we are working diligently to improve our accuracy through recordkeeping audits and training. Our recordkeeping accuracy rate for 2011 was 97 percent, above our goal (95 percent) and above the average level found by OSHA inspections at companies across the United States (90 percent).

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## HEALTH AND SAFETY POLICY

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

### EXPECTATIONS

Business activities will be conducted to:

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

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## › SUSTAINABILITY IN ACTION

Safety goes viral

Locals in the Pacific Northwest call them "rain on snow" events — when heavy rains rapidly melt snow packs. Rivers rise, streams wash out roads, and hillsides sometimes slide over highways. Such an event took place on Nov. 22, 2011, but timely communication and attention to safety may have saved lives for a coastal Oregon harvesting crew.

Jason Hinkle, slope stability geologist for Weyerhaeuser's Western Timberlands research and development team, routinely checks the National Weather Service website, as do others in the Timberlands organization.

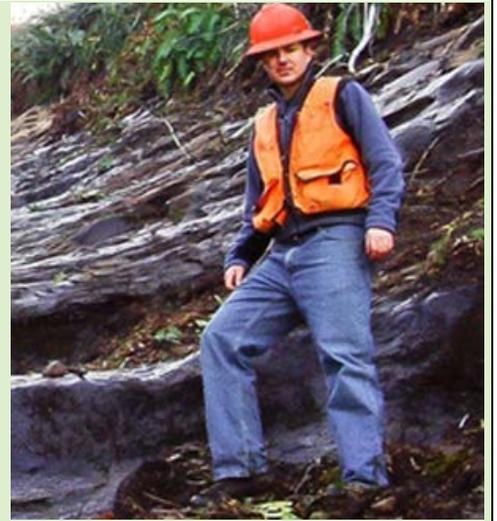
"Paying attention to the weather and what's going on in the woods is part of what I do," he says. "That requires an understanding of landslide hazards."

Early that week in November, the service issued a flood watch that included a debris-flow warning. Using email, Hinkle alerted both Weyerhaeuser colleagues and others he knew, including former co-workers at the Oregon Department of Forestry. His email went viral, finding its way to another company, Longview Timber, and managers of its Coastal Tree Farm. They took heed and instructed a logging contractor, Teevin Brothers, to move a crew out of a steep, snow-covered draw during the stormy weather.

The precaution paid off. After two days of heavy rains on two feet of snow, a debris flow swept through the area the crew had been working. Longview Timber managers called it a near miss in which lives may have been saved. As grateful messages went back through the email chain, it became clear the warning originated from a Weyerhaeuser employee.

"Too often, we hear about things that went wrong and the injuries that happened," says Brian Fransen, Environmental Forestry unit manager and Hinkle's supervisor. "By taking the time to share our safety concerns with friends and co-workers, we can have a significant influence on the safety of others."

"I've sent similar emails probably dozens of times over the last dozen years," added Hinkle. "This just happened to be the one time when it came back around. It's an example of how sharing information — and acting on it — can have a positive effect."



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## RELATED LINKS

[Learn more about our Health Connection programs](#)

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We strive to create an, inclusive, performance-driven culture where all employees thrive and grow. Only when we tap our diverse workforce as a source of innovation will we create a competitive advantage that can sustain our long-term success.

- Our Strategic Diversity Framework
- Setting Annual Goals
- Inclusion Training for Leaders
- Business Diversity Networks
- Anti-Discrimination Tools and Programs
- Anti-Harassment Policy

OUR STRATEGIC DIVERSITY FRAMEWORK

We hold our leaders accountable for making progress against specific goals. Our strategic diversity framework guides their actions by focusing on five high-impact action areas:

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

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SETTING ANNUAL GOALS

One of our 2020 sustainability commitments is to ensure that our workplace is diverse and inclusive. We set annual goals to recruit, hire and promote a diverse workforce. To measure our progress, we monitor our hiring and promotions using internal placement against opportunities metrics, attrition data and changes in our workforce representation throughout the year.

To measure placement against opportunities, we determine the availability of women and minorities to fill our U.S.-based management, professional and sales positions and use that information to set targets where we have gaps in these areas. For workforce representation, we measure change in the representation of women and minorities in the same three employee categories.

We evaluate our performance against both metrics annually and consider them inherently linked. To receive an "achieves" rating, we must be performing at an "achieves" level against targets we've set for both workforce representation and placement against opportunities.

In 2011, the representation of women and minorities in our workforce increased by 0.4 percent, which is within our annual target range. At the same time, our placement against opportunities rate was below our annual internal goal. This resulted in an overall "below" rating on our annual diversity and inclusion scorecard.

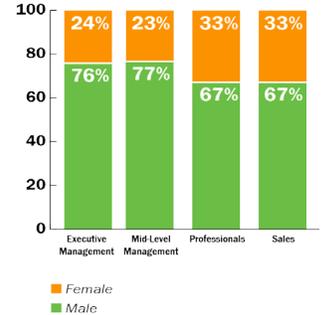
As a federal contractor, we have affirmative action plans in place at all our facilities and we monitor them throughout the year. Even with significant downsizing during the past few years, we were able to increase our overall diversity representation in our U.S.-based management, professional and sales positions.

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INCLUSION TRAINING FOR LEADERS

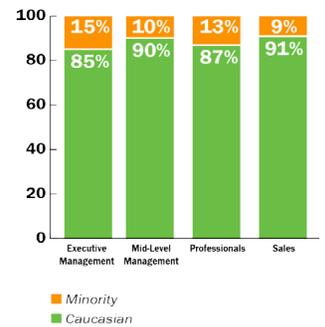
In early 2011, we began rolling out an inclusive leadership training series for our leaders to help them boost their skills in building trust, expanding their circles of influence, ensuring equal opportunity for development and growth, and demonstrating commitment to diversity and inclusion. The training includes scenario discussions and role play opportunities in each of those areas, and emphasizes leadership accountability for role modeling inclusive behavior. At

JOB BREAKDOWN BY GENDER<sup>1</sup>  
(as of December 2011)



<sup>1</sup> U.S. employees only

JOB BREAKDOWN BY DEMOGRAPHIC GROUP<sup>1</sup>  
(as of December 2011)

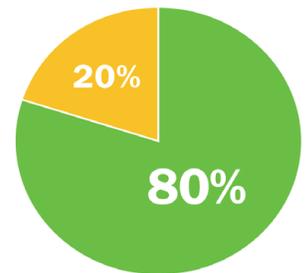


<sup>1</sup> U.S. employees only

84%

Percentage of employees who say that in their work team, people are valued regardless of race or gender (2011 Engagement Survey)

WORKFORCE REPRESENTATION BY GENDER<sup>1</sup>  
(as of December 2011)



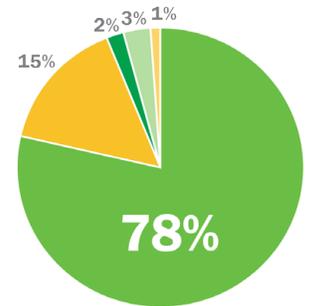
<sup>1</sup> U.S. employees only

the end of 2011, more than 1,800 leaders had completed at least one module of the training program. All leaders are expected to complete at least one module by the end of 2012.

Watch our leaders and employees talk about what workplace inclusion means to them:

#### WORKFORCE REPRESENTATION BY DEMOGRAPHIC GROUP<sup>1</sup>

(as of December 2011)



<sup>1</sup> U.S. employees only

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## BUSINESS DIVERSITY NETWORKS

Weyerhaeuser has a range of business diversity 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. Each group is led by employees, sponsored by members of the senior management team, and required to have a charter.

- **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)

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## ANTI-DISCRIMINATION TOOLS AND PROGRAMS

We make the following resources available to our leaders to support their work to create an inclusive, respectful and productive work environment:

- Affirmative action plans
- Tools for tracking progress against workforce representation goals by site, business unit, sector and total company
- Tools for tracking progress against placement-against-opportunity goals by site, business unit, sector and total company
- Training on harassment prevention, affirmative action, and managing a diverse and inclusive workforce
- Risk mitigation assessments
- Applicant tracking tools and processes to measure diversity of our talent pools

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## ANTI-HARASSMENT POLICY

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

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

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

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## RELATED LINKS

[Read our 2010 Diversity Annual Report](#)

[Learn more about our diversity programs](#)

[Learn more about our commitment to human rights](#)

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## TRAINING AND DEVELOPMENT

The success of any organization relies on the success of its people. To develop a culture of continuous personal growth we are committed to regular training and development for our employees. The following are just some of the ways we empower our talent through professional development:

- Cross-functional flexibility
- Education assistance for career-related studies
- Executive mentoring
- Individual Development Plans
- Leadership programs
- Mentoring programs

### TRAINING OPPORTUNITIES

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

In 2011, we delivered 41 enterprise-wide courses, 11 business or region-wide courses, and 141 online or virtual courses, resulting in:

- 5,839 student days of education
- 10,112 employees taking at least one classroom or online-based course

We offer online training modules on more than 57 topics regarding environment, health and safety. All employees participate in ethics training on a regular basis and in 2011, 1,843 people participated in our new Inclusive Leadership training program.

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

### SUSTAINABILITY TRAINING

In 2011, we rolled out a new online sustainability training course across the company. The objectives of the training are to help employees understand:

- What sustainability means to Weyerhaeuser
- The main elements of our sustainability strategy
- How sustainability connects to our vision and business strategies
- How they can help support our sustainability goals

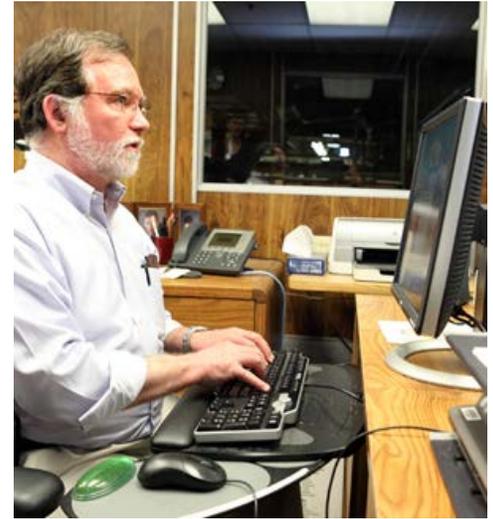
The training includes a message from our president and CEO, text and narration explaining our strategy and how it's integrated into how we operate as a company, and real-life examples of how decisions related to sustainability are made in our day-to-day work environment.

As of May 2012, 1,014 employees completed the training. As part of our 2020 sustainability goals, all employees are expected to complete the training by the end of 2013.

### SUSTAINABILITY COMMUNICATION

Providing training is just one way we help employees understand our sustainability strategy and their role in helping to achieve our goals. In 2011, we made a number of changes to our communications program to help integrate sustainability into the every-day work experience for employees. For example, we:

- Revised our company vision document to include performance, people and planet language and made posters and banners available for facilities across the company.
- Launched a new company vision and sustainability internal website with resources such as PowerPoint presentations, summary documents, sustainability commitments and metrics, awards and recognition, key message placemats and training.
- Reorganized our business and functional dashboards (documents that track critical annual performance metrics) to incorporate people, performance and planet targets, with particular emphasis on elevating visibility for planet goals.
- Used our quarterly video webcast employee forums to showcase how people from around the company are contributing to our



# 5,839

Student days of education  
in 2011

# 10,112

Number of employees who took at least one  
classroom or online-based course

- performance, people and planet goals in their every-day jobs.
- Revamped our online internal news center to include a sustainability graphic for each story that demonstrates how the content connects to our sustainability strategy.
- Organized our YouTube website into performance, people and planet channels to demonstrate how our video content connects to our sustainability strategy.

## INDIVIDUAL DEVELOPMENT PLANS

As part of our performance management plan system, employees are encouraged to create individual development plans. These plans help ensure:

- Employees acquire the skills, knowledge and capacity to achieve their performance goals.
- Employees develop professionally to be able to seize opportunities to expand or change their roles.
- Weyerhaeuser can grow the talent pipeline for critical roles.

Employees are expected to own their performance and their careers. They are accountable for developing and executing their Individual Development Plans.

Leaders are expected to:

- Identify development needs
- Provide input and insight to employees
- Foster a learning environment
- Monitor growth and direction
- Manage resources and cost
- Seek opportunities for development

We provide presentations, worksheets and a comprehensive website to help employees and leaders create meaningful individual development plans that set focused targets with realistic timelines.

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## EMPLOYEE REPRESENTATION

Weyerhaeuser promotes employee involvement in as many areas of the business as possible. We have a number of avenues for employee representation and participation, including labor unions, participatory work systems, and offices for diversity and ethics and business conduct.

## LABOR RELATIONS

Labor unions represent 28.7 percent of Weyerhaeuser employees. Our labor relations continue to be guided by principles jointly developed in 1994 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 freely choose to organize and bargain collectively. We believe these rights are not at risk at any Weyerhaeuser operation.

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

## LABOR PRINCIPLES

The principles that guide labor relations at Weyerhaeuser are to:

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

Union representatives play a significant role in safety and health. They participate in joint union-management safety committees and represent workers in joint investigations, coaching and counseling. Weyerhaeuser first introduced high-performance or total-quality work systems in the late 1970s. These systems are designed to increase employee participation in decisions that affect their jobs and to improve business performance. In our union and nonunion facilities, participative work systems are part of our business strategy and planning. At our facilities with high-performance work systems, process reliability is higher than at our traditionally managed facilities.

## ISSUE RESOLUTION

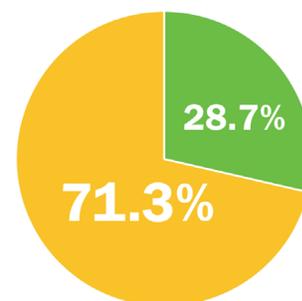
To resolve questions about business conduct, employment issues and benefits appeals, Weyerhaeuser employees have several resources:

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

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**EMPLOYEE REPRESENTATION**  
(as of Dec. 31, 2011)



■ Represented by a union  
■ Not represented by a union

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## HUMAN RIGHTS

Human rights are the basic standards of treatment to which all people are entitled worldwide, regardless of factors such as nationality, gender, race or economic status. We recognize that companies operating in today's global marketplace need a human rights policy, and adopted our human rights policy in 2008.

## HUMAN RIGHTS CORE POLICY

Our vision is to deliver superior, sustainable land and forest solutions to the world. Fundamental to our vision is the importance we place on people, including:

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

This policy is guided by the United Nations Universal Declaration of Human Rights and is embodied in Weyerhaeuser's:

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

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

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

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

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

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

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

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

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

## RELATED LINKS

- [Learn more about our work related to the California Transparency in Supply Chains Act](#)
- [Learn more about how we manage our suppliers](#)
- [Read more about our relationships with indigenous people](#)



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## COMMUNITIES

We are proud of our involvement in the communities where we operate. It's our goal not only to support important projects in the communities where we operate, but also to partner and build relationships with all stakeholders with whom we live and work.

We made our first charitable contribution in 1903, and currently provide philanthropic support through our [Weyerhaeuser Giving Fund](#), Making WAVES and iWAVE [employee volunteer programs](#), and in-kind support. In 2011, these efforts totaled \$3.7 million in charitable giving. In addition, 1,364 employees and retirees completed 135 volunteer projects, contributing more than 21,660 volunteer hours to our communities.

We also support [forestry education](#), primarily through our Forest Learning Center at Mount St. Helens, in Washington, and our Environmental Education Center in Cool Springs, North Carolina.

Additionally, every year we engage in a wide range of activities with various [stakeholder groups](#) to strive for understanding and mutually beneficial relationships.

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## WEYERHAEUSER GIVING FUND

Caring about the communities in which we operate is a key component of our sustainability strategy. Since 1948, the Weyerhaeuser Company Foundation played an integral role in the philanthropic efforts of the company. In 2011, our philanthropic program moved from the Weyerhaeuser Company Foundation to the "Weyerhaeuser Giving Fund" through Weyerhaeuser Company. Combined, these programs have provided more than \$216 million in donations over 63 years.

### OUR MISSION

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

### COMMUNITY GIVING

The majority of our charitable resources support programs in local Weyerhaeuser locations across the U.S. and Canada, which help cultivate growing minds and bodies, promote sustainable communities, and nurture quality of life in these communities.

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

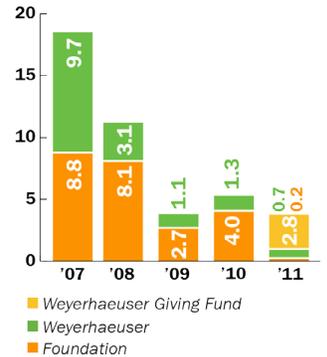
### NATIONAL/INTERNATIONAL GRANTMAKING

A small portion of our grantmaking supports select, high-priority national and international initiatives that are directly related to the sustainability and importance of working forests that improve lives for people and the planet. This may include sustainability issues related to forestry, sustainable forest products, housing, improving ecosystems, and renewable, green energy. *Applications in this category are accepted by invitation only.*

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### ANNUAL WEYERHAEUSER CHARITABLE GIVING

Includes grants from the Foundation, Weyerhaeuser Giving Fund and direct business contributions (Millions of dollars paid)



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## GRANT GUIDELINES

We support communities where Weyerhaeuser has a significant presence or business interest. These communities range from rural to metropolitan, each with unique priorities and needs. Employees who serve on local advisory committees for the Weyerhaeuser Giving Fund develop funding priorities to support their particular community within the four focus areas below. This provides flexibility for a variety of giving across our different communities, within a strong framework for our giving.

Funding priorities within the focus areas noted below vary in each Weyerhaeuser community — some consider a variety of priorities within this framework, and some, such as in the Corporate Headquarters area in Federal Way, WA have a limited or singular funding priority. Before you apply for funding we encourage you to contact the Weyerhaeuser Giving Fund advisor at [your local Weyerhaeuser facility](#) to determine their interest in considering your proposal. Please note our giving is limited to communities where at least 50 employees work and live.

### FOCUS AREAS FOR OUR GIVING

#### AFFORDABLE HOUSING AND SHELTER

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

#### EDUCATION AND YOUTH DEVELOPMENT

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

#### ENVIRONMENTAL STEWARDSHIP

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

#### HUMAN SERVICES, CIVIC & CULTURAL GROWTH

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

In considering requests for support, preference is given to projects and programs from efficient and effective organizations that:

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

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## ELIGIBILITY

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

- Serve a community within a 50 mile/80 kilometer radius of a major Weyerhaeuser facility with 50 or more employees in the U.S. or Canada. If you are interested in applying for a grant, please review [where we give](#). OR
- Support a state-wide issue of interest to Weyerhaeuser in U.S. key states of Alabama, Arkansas, Louisiana, Mississippi, North Carolina, Oklahoma, Oregon or Washington.

NOTE: Support to selected, high-priority national or international initiatives directly related to the sustainability and importance of working forests are considered by invitation only.

### TO BE ELIGIBLE TO RECEIVE FUNDING AN ORGANIZATION MUST BE ONE OF THE FOLLOWING:

- Tax-exempt, nonprofit public charity classified under Section 501(c)(3) of the U.S. Internal Revenue Code
- A registered charity in Canada with a Canada Revenue Agency Number, or registered as a provincial nonprofit society
- Public education institutions or government entities qualified under Section 170(c)(1) of the U.S. Internal Revenue Code or qualified as a Canadian municipality

### WE DO NOT FUND:

- Projects, services and organizations outside a 50 mile/80 kilometer radius of a Weyerhaeuser community ([See Where We Give](#))
- National campaigns and programs
- Activities that provide a direct or tangible benefit to Weyerhaeuser or its employees
- Conferences, forums or special events
- Individuals, including direct scholarship or bursary assistance
- Fraternal, social, labor or political organizations
- Activities that influence legislation
- Organizations seeking funds for theological purposes
- Disease specific support, including national health-related organizations and their local affiliates
- Groups or individuals seeking funds for sponsorships or to purchase tickets or tables at fundraising benefits
- Sports teams or athletic events
- Operating deficits or debt liquidation
- Hospital building or equipment campaigns resulting in higher costs to health-care users
- Services the public sector is reasonably expected to provide
- Endowments and memorials
- Capital campaigns
- Research or conferences unrelated to the forest products or homebuilding industries
- Multi-year Requests

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## HOW TO APPLY

- **Application Deadline: August 1.** We accept applications until this deadline, but recommend you do not wait for this deadline and apply as early as possible. We consider online applications only.
- **Application Review Process:** Your online application will be acknowledged immediately and forwarded to your local Giving Fund Advisory Committee for review. That Advisory Committee will make a funding recommendation that will be reviewed and approved by administrators of the Weyerhaeuser Giving Fund. Applications are generally reviewed on an ongoing basis throughout the year. In some cases an Advisory Committee may not provide a funding recommendation until later in the Fall after all opportunities to support their community have been considered.
- **Grant Amount:** Grants vary in scale in relationship to Weyerhaeuser's presence in the community and the philanthropic budget available for the year. The minimum grant awarded is \$1,000.
- **Grant Notification:** The majority of our communications with you will be through e-mail. We will communicate our funding decision generally within 6 - 8 weeks AFTER we receive a recommendation to fund your request from your local Advisory Committee. Grants are provided through direct deposit, and successful grant applicants will be asked to provide banking information to accomplish this. **The entire process from submitting your grant application to receiving a decision may take several months.** In some cases committees wait until fall to prioritize and finalize their grant recommendations, which means you may not hear from us until late in the year. We regret we cannot fund all applications we receive.

[Begin a new Application](#) ▼

[Access your saved application](#) ▼ You may need to completely close and re-open your web browser for this link to take you to the account you created, which contains a copy of your application.

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

## BEGIN A NEW APPLICATION

**Step 1:** Before you begin, please review our [Grant Guidelines](#) and [Eligibility](#) requirements.

- Step 2:**
- Funding priorities vary in each Weyerhaeuser community. Before submitting a grant application we encourage you to contact the Weyerhaeuser Giving Fund advisor at [your local Weyerhaeuser facility](#) to determine if the committee has an interest in considering your proposal.
  - **FOR NATIONAL GRANTS PLEASE NOTE:** Grants for a national project directly related to the sustainability and importance of working forests are considered by invitation only.
  - **FOR HEADQUARTERS-AREA GRANTS, PLEASE NOTE:** Grants serving the company's Headquarters communities in the Seattle/Tacoma/Federal Way, WA area will be considered by invitation only. We will proactively identify specific funding opportunities, and are therefore not accepting unsolicited applications. Please feel free to [contact us](#) if you would like more information.

**Step 3:** Gather the following information essential to completing the application:

1. The organization's Tax ID or Canada Revenue Agency Number
2. Contact Information
3. Detailed information about the organization
4. Detailed information about the request you are asking us to fund.
5. Financial information related to the organization and the project you are asking us to fund.

**Step 4:** Apply anytime but no later than August 1 using the appropriate application link below.  
**U.S.**

- 501(c)(3) public charities – [apply here](#)
- 501(c)(3) local chapters that share same Tax ID with national parent organization – [apply here](#)
- Public schools and government/municipal agencies – [apply here](#)

**Canada**

- Charities registered with Canada Revenue Agency and provincial nonprofit

societies – [apply here](#)

- Public schools and government/municipal agencies – [apply here](#)

**Tips for saving and accessing your online application:**

- The first time you access an online application, you will be prompted to create an application account using an email address and a password. This account will contain copies of your in-progress or submitted grant application, which you can access at any time. Please make note of your password. Although this is not required, we recommend you establish this application account using a general e-mail and password available to multiple members of your organization. This will ensure your application is available to the organization even if there are personnel changes. If your organization applies again in the future, this will be beneficial as several text fields will appear with the same information previously provided, eliminating the need to re-type this information. It can also be edited as appropriate.
- Save your application early and often in the process.
- Please save the confirmation emails reminding you of the email and password you used to create your account, and the link it contains to access your account (to return to your saved application or view your submitted application).
- A link to log into your grant application account is also provided above (see Access Your Saved Application). You may need to completely close and re-open your web browser for this link to take you to your application account.
- If you don't receive a confirmation e-mail immediately after you establish your account or submit your application, please check your junk mail folder. To ensure you receive further communications from us, add weyerhaeuser.com to your list of contacts or use your e-mail program's function to mark the e-mail as "not junk" to ensure our e-mails are received in your inbox.
- If your organization has submitted an online application previously, we recommend you begin subsequent applications from that same application account. This will ensure that certain text you provided from an earlier application will appear in the new application, eliminating the need for you to retype it (for example, background text on your organization that may not have changed from your previous application). You will be able to edit any information that appears from a previous application.
- When you are navigating through pages in the application, please do NOT use your browser's Back button – you will lose unsaved information. Please click the page numbers at the top of each screen to navigate through your application.
- You may wish to print a hard copy of the application for your records, or save it to your computer for future reference.
- Once your application has been submitted, you won't be able to make additional changes or include additional attachments.

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### FUNDING IN THE U.S.

For information on grants made in the U.S., please contact:

[anne.leyva@weyerhaeuser.com](mailto:anne.leyva@weyerhaeuser.com) or  
[karen.veitenhans@weyerhaeuser.com](mailto:karen.veitenhans@weyerhaeuser.com)

### FUNDING IN CANADA

For information on grants made in Canada, please contact:

Corporate Giving  
Weyerhaeuser  
Postal Bag 1020  
Grande Prairie, AB, T8V 3A9  
E-mail: [canadian.grants@weyerhaeuser.com](mailto:canadian.grants@weyerhaeuser.com)  
Fax: 780-539-8004

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## SPONSORSHIPS AND IN-KIND

### SPONSORSHIPS

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

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

### IN-KIND DONATIONS

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

### SEEDLING DONATIONS

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

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



## SUSTAINABILITY IN ACTION

### When disaster strikes

In 1923, the Great Kanto earthquake devastated Tokyo and Yokohama, but the destruction planted the seeds for a long business relationship as a young Weyerhaeuser Company provided much of the lumber used in the rebuilding effort.

Over the next 80 plus years, our relationship with Japan matured beyond the business ties, resulting in our support for relief efforts after the Great Hanshin Earthquake rocked Kobe in 1995.

So, when an earthquake and tsunami hit Japan on March 11, 2011, we did not hesitate to donate \$500,000 from the Weyerhaeuser Giving Fund to the American Red Cross to help those in need. One hundred percent of the funds were directed to assist in immediate, short-term relief efforts coordinated by the Japanese Red Cross.

But our support didn't stop at the company level. Our employees rallied as well, generating more than \$60,000 in additional aid from their own pockets, which we enabled and tracked with a simple donation button added to our Intranet home page.

"There are many reasons I'm proud of Weyerhaeuser, but nothing matches how our employees help those in need — whether it's a neighbor or someone halfway around the world," says Dan Fulton, Weyerhaeuser president and CEO.

### Post-twister support

When an unprecedented number of deadly tornados swept through the southern U.S. in April 2011, none of our employees were harmed, but the devastation sparked action to assist.

"Our managers helped identify partners for grants where our support would have the broadest impact," says Karen Veitenhans, manager of corporate contributions.



As a result, the Weyerhaeuser Giving Fund contributed \$20,000 to the Mississippi Disaster Recovery Fund; \$20,000 to the Governor's Emergency Relief Fund of the United Ways of Alabama; and \$10,000 to the Onslow County, N.C., chapter of the American Red Cross.

We also partnered with World Vision to donate personal hygiene kits to those in need. [Watch our employees assemble the kits](#) for delivery at our corporate headquarters in Federal Way, Wash.

### **Helping Haiti**

In early 2010, we announced an initial pledge of up to \$250,000 in building materials to aid in rebuilding Haiti, which suffered a 7.0-magnitude earthquake Jan. 12.

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

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

### **RELATED LINKS**

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

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## SEEDLING DONATIONS

Weyerhaeuser Company has a long tradition of concern and respect for the environment and support for the communities where we do business. That is why we offer seedlings to groups that share our high standards of environmental responsibility and our appreciation for trees as a renewable resource. Weyerhaeuser Company considers requests for seedlings from organizations that are:

- Nonprofit with 501(c)(3) tax-exempt status or from a public entity as described under section 170(c) of the Internal Revenue code.
- Serving youth.
- Organizing a tree-planting project.

**Seedlings are available only for non-profit organizations in the Seattle/Tacoma area serving youth who are planning a tree-planting event.**

Interested groups should submit this form. For additional information, please contact:

Seedling Request  
 Weyerhaeuser Company, EC2-2A8  
 P.O.Box 9777  
 Federal Way, WA 98063-9777  
[Anne.Leyva@weyerhaeuser.com](mailto:Anne.Leyva@weyerhaeuser.com)

**Requests are subject to availability starting in February and must be received by April 1.**

### Required Information\*

**First Name\***

**Last Name\***

**Organization Name\***

**Address \***

**City \***

**State/Province \***

**Zip/Postal Code \***

**Shipping Address (if  
different from above)**

**City**

**State/Province**

**Zip/Postal Code**

**Phone\***

**Fax**

**E-mail**

**How many seedlings are  
you requesting for your  
project?**

### PLANTING PROJECT INFORMATION

**Project Name**

**Date (dd/mm/fullyear)**

**Shipping Address (if  
different from above)**

**City**

**State/Province**

**Zip/Postal Code**

**Why was location selected?**

**What type of information will you provide planters regarding proper planting procedures?**

**What education will you provide Project participants regarding trees as a renewable resource?**

**What is the care and maintenance plan for the site?**

#### **OTHER SOURCES/ORGANIZATIONS**

**Other organizations involved in the Project.**

**What are these organizations contributing to the Project (e.g., volunteers, materials, funds, advertising, etc.)?**

#### **PUBLICITY**

**Will there be any publicity concerning your planting Project?**

**If yes, please describe.**

**HNOBX**

For security reasons, please enter the characters shown above:



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## EMPLOYEE INVOLVEMENT

We invest in our communities because when they grow stronger, we all benefit. Volunteers — whether employees, retirees, friends, or family members — are making our communities better places to work and live.

Weyerhaeuser encourages employees to volunteer in our communities and supports their volunteer efforts. In 2011, 1,364 Weyerhaeuser employees completed more than 135 projects and contributed nearly 21,660 volunteer hours through the team-based Making WAVES (Weyerhaeuser Active Volunteer Employees) and individual iWAVE volunteer programs. As a result of their efforts \$302,000 WAVES grant dollars were awarded to support our communities.

### ABOUT OUR VOLUNTEER PROGRAMS

When is making waves a good thing? When employees, retirees, families, and friends contribute time, energy, and skills to projects in their communities through the Making WAVES and iWAVE programs — and earn grant money for their favorite nonprofits, municipal organizations and schools at the same time.

Weyerhaeuser invests in the communities where we operate, and we honor our employees who do the same. Making WAVES and iWAVE, administered through the Weyerhaeuser Giving Fund, is one way volunteers are making a difference across the United States and Canada.

Volunteer projects may include beautifying and cleaning up parks and streams, mentoring and coaching youth, serving on nonprofit boards, providing nonprofits with business expertise, serving local food and clothing banks, and more.

### WEYERHAEUSER EMPLOYEE VOLUNTEER OF THE QUARTER AWARD

Every quarter, we award special recognition to a Weyerhaeuser individual or team that is making a positive impact through volunteerism and outstanding community service. We are fortunate to have so many employees who take time out of their busy schedules and share their talents to make our communities even better. This award is all about applauding the work of our very own unsung heroes.

Anyone can nominate a Weyerhaeuser employee volunteer! Just fill out and submit [this simple nomination form](#). All nominees must be active employees.

Award recipients are announced at our companywide employee forums each quarter, and a \$1,000 WAVES grant is then awarded to the nonprofit, school or civic organization of the recipient's choice. All grants must align with our WAVES employee volunteer program guidelines.

### DISASTER RELIEF AND RESPONSE

When disaster strikes, we support our employees' desire to help communities in need with our Disaster Relief Employee Volunteer Program. The program allows an employee up to two weeks (80 hours) of paid time off in a 12-month period to assist in disaster relief in a Weyerhaeuser location, provided the area has been formally declared a disaster zone by state, provincial or federal authorities. Employees volunteer with a qualified nonprofit agency or government agency that is actively working on the ground 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. Participation is contingent on program guidelines, business conditions and manager approval, and employees are personally responsible for associated travel, lodging and meal costs.

### EMPLOYEES IN ACTION



Every year, employees at our corporate headquarters lend their time, treasure and talent to our United Way campaign. This video demonstrates their creative spirit as they participate in a circus-themed event to raise money for those in need.

In 2011, when one of our operating areas in the southern U.S. was devastated by tornados, our employees sprung into action to assemble hygiene kits for those in need. Partnering with World Vision, the kits were then distributed to children in Tuscaloosa, Alabama, who survived the disaster. Each kit included a hand-written note of encouragement from a Weyerhaeuser employee.

#### RELATED LINKS

[Join our Facebook Community](#)

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## VOLUNTEER OF THE QUARTER NOMINATION FORM

**Do you know a Weyerhaeuser employee who is making an impact in their local community? In every workplace and community, there are "Unsung Heroes" - who go well beyond their expected duties.**

As we all know, volunteers are the heart of their community. Weyerhaeuser is fortunate to have so many individuals who take time out of their busy schedules to help their neighbors and their community. As a small token of appreciation, a Weyerhaeuser individual or team will be recognized as our "Weyerhaeuser Volunteer of the Quarter" four times a year.

**APPLICATION DEADLINES:**

- |                             |                             |
|-----------------------------|-----------------------------|
| 1. January 15 (1st Quarter) | 3. July 15 (3rd Quarter)    |
| 2. April 15 (2nd Quarter)   | 4. October 15 (4th Quarter) |

**ABOUT THE NOMINEE**

Weyerhaeuser  
volunteer(s)  
nominated

Weyerhaeuser  
location

Briefly describe  
the  
project/activities  
of this nominee,  
and the actual  
impact/outcome  
of their  
involvement.  
How did their  
efforts make a  
difference in  
their  
community?

Why/How do  
you think this  
volunteer's  
story would  
inspire others?

Why should this  
person be  
considered our  
"Volunteer of  
the Quarter?"

Other  
comments on  
this individual  
or team?

**ABOUT THE PERSON SUBMITTING THE NOMINATION**

Name

Title

Organization

Email address

Phone



For security reasons, please enter the characters shown above:



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## STAKEHOLDER ENGAGEMENT

The way we engage with our stakeholders varies according to the nature of the relationship. There is, however, at least one quality common to each of these relationships: we listen and are open to change so we can strengthen our performance.

We welcome stakeholder [feedback](#) on our transparency and our sustainability strategy and performance.

[Nongovernmental Organizations with Which We Engage](#)
[Types of Stakeholder Engagement](#)
[Stakeholder Inquiries Focus on Environmental Practices](#)
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### NONGOVERNMENTAL ORGANIZATIONS WITH WHICH WE ENGAGE

- 25 x '25 Alliance
- American Forest Foundation
- Business Environmental Leadership Council for the Center for Climate and Energy Solutions
- Canadian Boreal Initiative
- The Conservation Fund
- Corporate Eco Forum
- Ducks Unlimited Inc. and Ducks Unlimited Canada
- Environmental Defense Fund
- Environmental Law Institute
- Forest Carbon Working Group
- Keystone Center
- Mountains to Sound Greenway Trust
- National Wild Turkey Federation
- The Nature Conservancy
- Nature Trust of British Columbia
- Resources for the Future
- Solutions from the Land
- Sustainable Forestry Initiative®
- Sustainable Aviation Fuel Network
- U.S. Climate Action Partnership
- U.S. Green Building Council
- World Business Council for Sustainable Development
- World Resources Institute
- Yale Forest Forum — The Forests Dialogue

### TYPES OF STAKEHOLDER ENGAGEMENT

#### Customers

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

#### Investors

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



- In-depth education about the company and industry

---

#### Employees

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

---

#### Communities

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

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#### Suppliers

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

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#### Nongovernmental Organizations

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

## STAKEHOLDER INQUIRIES FOCUS ON ENVIRONMENTAL PRACTICES

We track all requests for information and issues customers and other stakeholders care about. In 2011, customer and stakeholder interest in the company's practices focused primarily on:

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

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

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## INDIGENOUS PEOPLE

Weyerhaeuser is committed to developing and maintaining positive relationships with aboriginal communities wherever we operate.

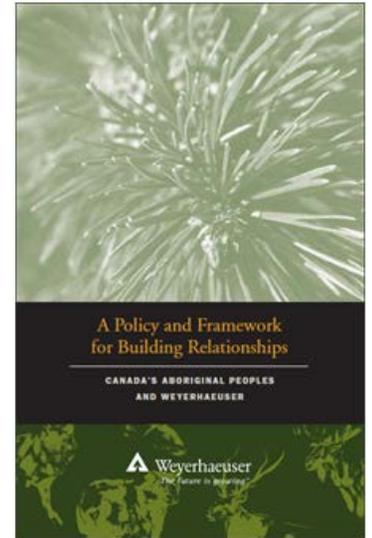
For example, in Canada, where Weyerhaeuser is a steward of public land, we work to support and sustain the role of aboriginal peoples in Canadian forests. Our relationships with aboriginal communities include:

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

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

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

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



## SUSTAINABILITY IN ACTION

## Friend for life

Sharing. Caring. Kindness. Trust. Humility. Honesty.

These are some of the values Paul Leroux esteems in the Métis, one of Canada's three recognized aboriginal peoples (along with First Nations and Inuit). There are approximately 400,000 people in Canada who identify themselves as Métis (pronounced may-tee), meaning those who share the blood of both European settlers and Canada's original inhabitants.

The values Leroux regards highly in the Métis are similar to the ones Métis people value in him, a reason the president of local chapter in Grande Prairie, Alberta, awarded Leroux honorary Métis lifetime membership in 2011.

"Paul is only the second person to receive such an honor in my 20 years with the chapter," says Angie Crerar, president of the 4,000-member organization, "and it's well deserved. He's involved in our culture. He's been a good friend to us, as has Weyerhaeuser."

Leroux, a roads/environment manager for our Timberlands business, serves as aboriginal liaison on our eight-member Aboriginal-relations team in Alberta and operates from a heartfelt desire to support and encourage a people he respects.

"I have friends who are aboriginals, and I respect their culture and values," he says, "so when an opportunity surfaced for me to



join the team, I jumped at it."

That was 15 years ago.

The team's main function is to implement our "[Policy and Framework for Building Relationships](#)" between aboriginal peoples and Weyerhaeuser. This policy is aimed not only at complying with aboriginal treaty rights regarding use of company-managed timberlands but also more broadly at honoring the company's commitment to diversity, inclusion and community.

"At Grande Prairie," says Leroux, "this commitment goes beyond hiring and training Métis and First Nations people to work in our operations. It includes funding and supporting with volunteer hours numerous projects and events benefiting them."

Leroux's work with the Grande Prairie Métis earned him a "Métis sash" (shown in the photo) to proudly wear to future Métis events. At the same time, Weyerhaeuser accepted a painting by Crerar's granddaughter to display in the Grande Prairie Timberlands reception area.

"Aboriginal people have nothing but respect for Paul and Weyerhaeuser," says Crerar. "I'm so grateful for the opportunities they give aboriginal people to advance their goals."

#### RELATED LINKS

[Human rights policy](#)

[Policy and framework for building relationships with Canada's aboriginal peoples](#)

[Weyerhaeuser and Indigenous Peoples](#)

[Grassy Narrows](#)

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## CURRENT ISSUES

We provide society with products that meet high environmental standards. As a leader in the forest products industry for more than 100 years, we welcome the responsibility to incorporate sound environmental objectives in our practices.

Within democratic society, there will be debate about what constitutes sound environmental objectives. We are committed to continuous improvement of our practices and are open to change based on the best available science.

We engage in meaningful and respectful dialogue with others to ensure the continued well-being of the forest ecosystem. We must listen to others—even those who are critical of what we do. At the same time, we encourage our critics to engage in meaningful and civil dialogue. The well-being of our forests is too important to be reduced to sound bites, single-cause approaches, or dialogue between only two parties.

By working together, we believe we can find common ground to the complex issues of our day.

- [Biomass](#)
- [Boreal Forest](#)
- [Climate Change](#)
- [Forest Certification](#)
- [Genetic Engineering](#)
- [Green Building Standards](#)
- [Indigenous People](#)
- [Response to 2007 Storm Event](#)
- [Sustainable Forest Management](#)
- [Responsible Fiber Sourcing](#)
- [Water Use](#)



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## GRASSY NARROWS

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

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

Mr. Iacobucci identified opportunities for Ontario and the Grassy Narrows First Nation community to work together to build a positive, long-term relationship. He recommended that the Province and Grassy Narrows First Nation enter into a shorter term working agreement to improve their understanding and cooperation on the sustainable management of forest resources in the Whiskey Jack Forest while respecting the rights and interests of others. In May 2008, Grassy Narrows First Nation and the Ministry of Natural Resources committed to a new, positive relationship. Subsequently, in July 2008, provincial officials and Grassy Narrows First Nation leaders entered into a Framework Agreement, setting out goals, principles and objectives and a process to resolve issues. The Framework Agreement includes a Grassy Narrows pilot forest project. In April 2011, Grassy Narrows First Nation and the Ministry of Natural Resource entered into a new memorandum of agreement that includes recognition of the rights and interests of others in the Whiskey Jack Forest and a commitment to forest activities on the Whiskey Jack Forest.

In August 2011, Justice Sanderson of the Ontario Superior Court issued a decision limiting Ontario's power to authorize forest licences. In December 2011, the Court of Appeal for Ontario stayed the decision of Justice Sanderson, and restricted Ontario from authorizing harvesting of trees within an area described as the Whiskey Jack north of the English River without the consent of Grassy Narrows First Nation.

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

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

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

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

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

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

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## FORESTRY EDUCATION

We believe that hands-on, community based environmental education is essential to help people understand issues and make informed choices. In addition to the information provided in the sustainable forestry section of this website, we also support forestry education through:

- The [Forest Learning Center](#) on Mount St. Helens, which is located just inside the blast zone. The center helps tell the unique story of the return of the forest on Mount St. Helens after the eruption in 1980, and provides other resources for learning about forestry practices and how trees grow.
- The [Cool Springs Environmental Education Center](#), which is located along the Neuse River about six miles upriver from New Bern, NC. Its mission is to provide a real-world setting for hands-on learning about forestry, ecology and environmental issues.
- The [Teachers on Summer Assignment program](#) in North Carolina, which allows K-12 teachers to gain first-hand knowledge of environmental issues and to experience real-world applications of concepts they teach in the classroom.
- The [Project Learning Tree®](#) environmental education program, which is an award winning, multi-disciplinary environmental education program for educators and students in PreK-grade 12. It is one of the most widely used environmental education programs in the United States and abroad, and continues to set the standard for environmental education excellence.



With a national office at the American Forest Foundation and local programs in all 50 states, PLT meets state and national education standards. Its curriculum materials provide the tools educators need to bring the environment into the classroom and their students into the environment. Topics range from forests, wildlife, and water, to community planning, waste management and energy.

The PLT network of 3,000 grassroots volunteers and more than 120 state coordinators work with formal and informal educators, school staff, state agencies, foresters, businesses, civic organizations, museums, nature centers, and youth groups to provide professional development programs. To date, more than 500,000 educators are trained in using Project Learning Tree materials, reaching approximately 26 million students in the United States and abroad.

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## COOL SPRINGS

Weyerhaeuser's Cool Springs Environmental Education Center is actively managed as a working forest to demonstrate forestry practices, while maintaining and enhancing wildlife habitat, air quality, water quality, as well as aesthetic, recreational and historical values.

Cool Springs provides a real world setting for hands-on learning about forestry, ecology and environmental issues. This "outdoor classroom" is located on approximately 1,700 acres of forestland along the Neuse River, about six miles up river from New Bern, North Carolina.

With virtually every forest ecotype of eastern North Carolina represented, we offer many [activities and programs](#) as well as [workshops and special events](#) to learn how the environment and forestry work together.

If you're interested in plants, animals and their habitats, we encourage you to plan a trip to Cool Springs soon!

Weyerhaeuser began operating in North Carolina in 1957.

Contact:

Melissa Myers

Weyerhaeuser's Cool Springs

Environmental Education Coordinator

tel: 252-514-3533

e-mail: [info@coolsprings.org](mailto:info@coolsprings.org)

*Photos by Melissa Myers, Jeff Hall, and Joe Young*



**COOL SPRINGS**  
Environmental  
Education Center  
a decade of service



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## ACTIVITIES AND PROGRAMS

Cool Springs offers many fun and exciting activities and programs for students of all ages!

Our [K-5 activities](#) provide an opportunity for younger students to experience hands-on fun while learning. For older students, our [6-12](#) activities provide real-world examples of forestry and the environment, while allowing teachers to customize curriculum.

Miles of [trails at Cool Springs](#) provide an opportunity for hikers of all skill—and age—levels to learn about nature while enjoying a casual hike. Our activities and programs also provide [teachers on summer assignment](#) the opportunity to create classroom materials while learning about forestry.



### RELATED LINKS

[Evidence for meeting the North Carolina standard course of study](#)

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## K-5 ACTIVITIES

Cool Springs offers many activities for kindergarten through 5th grade children to have fun while learning!

### TREE TREASURES

A discussion of various products made from wood, including the obvious and the not-so-obvious. Discuss trees as a raw material that is renewable, recyclable and biodegradable. This session takes 15–20 minutes at the shelter. Audience participation is encouraged.

### TREE COOKIES

A discussion of how to determine the age of a tree, and how well it's growing, from looking at it's annual growth rings. First, age is determined from tree cross sections (cookies) and then by actually helping to bore a tree with an increment borer. This session takes 15-20 minutes at the main shelter and the plantation.

### WILDLIFE TRACKS

Students walk to various locations with the possibility of finding animal tracks. They learn to identify tracks, determine direction of travel and discuss the reasons the animal visited the location. The students make plaster casts of tracks found. This session takes about 3 hours and requires walking between sites.

### PROJECT LEARNING TREE AND PROJECT WILD ACTIVITIES

A number of activities from these award-winning environmental education programs are available. You tell us what you're studying or areas of interest. We also offer [Project Learning Tree](#) and [Project WET](#) training for teachers which may be applied toward re-certification credits and toward the North Carolina Environmental Education Certification program.

### LIVE ANIMAL PROGRAM FEATURING SNAKES

This program focuses on dispelling the myths and dispensing the facts about snakes. The biology and lifestyle of several local snakes are discussed as well as venomous snakes found in North Carolina. Corn snakes and a rat snake are used in the program to highlight specific points. No live venomous animals are used in this program. This session is only available during warmer months and for groups of about 30 students or less.

### WETLAND METAPHORS

This is a program that uses metaphors (ie: a sponge soaks up water like a wetland which helps prevent flooding) to teach students about the important jobs wetlands provide that not only helps wildlife, but also helps us. This encourages critical thinking and is appropriate for grades 3-5. This program is done on the Swamp Boardwalk and takes 10-15 minutes.

### BEAVER ACTIVITY

Beavers are very active at Cool Springs. They have many adaptations to allow them to survive in a swampy environment. In this activity, a student takes on these adaptations as we "build a beaver" out of the student, dressing them up with many items. Each of the items represents an adaptation for a beaver. Examples include goggles for clear eyelids, a comb for a split toenail, a paddle for a tail, etc. An actual stuffed beaver is also used for comparison. The activity is conducted near a natural beaver lodge fairly close to the trail.

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## 6-12 ACTIVITIES

Cool Springs offers many opportunities for students in 6th grade and above—even adults—to have fun while learning!

### LAND MEASUREMENTS

A discussion of how land is measured and how to determine the area of various shaped tracts. This session includes a discussion of metes and bounds land descriptions. Students learn how to accurately pace distances and use a compass to determine direction. Traverse a section of land, draw a map and determine the acreage of a section. Students should bring their own calculators. This session takes about 3 hours and is held near the main shelter.

### TREE MEASUREMENTS

Learn how to use a Biltmore Stick to determine the DBH (Diameter Breast Height) and height in 16 foot logs of a tree in order to determine the number of board feet of lumber in the tree. Students measure all the trees on a 1/10th acre plot at the large shelter, determine the volume present and then expand that volume to determine the volume and value of the entire plantation. Students should bring their own calculators. This session takes about 2-3 hours and is held at the main picnic shelter.

### WADE IN A WETLAND

Learn about water quality issues through exploration of various wetland habitats. Students have the opportunity to use water testing equipment for various water quality parameters. They also sample aquatic life with dip nets and minnow traps.

### CUSTOM EDUCATION

Land, tree and water quality measurements are just a few examples of activities offered at Cool Springs. Educational sessions are limited only by your imagination and the amount of lead time you give us to set up an activity. We want your trip to Cool Springs to be exciting, fun, and educational so please contact us to discuss customized sessions.

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## T.O.S.A.

The Teacher on Summer Assignment program (TOSA) is a paid summer professional development opportunity sponsored by Weyerhaeuser designed to provide K-12 teachers first hand knowledge of environmental issues.

Cool Springs includes a wide range of forest [habitats](#), in close proximity, which produces great diversity of [animal species](#). We have identified over 60 species of reptiles and amphibians present at Cool Springs, great indicators of forest ecosystem function.

TOSAs have worked with Cool Springs staff to check "trap lines" designed to make live captures of reptiles and amphibians using coverboards and drift fences. Traps were checked daily and animals were identified, weighed and measured. Data was used to augment current occurrence and frequency lists for the area. The learnings help improve our educational materials and activities.

Activities like these and other [research](#) can introduce school children to the science of herpetology and help them understand biological indicators of forest or habitat health.

For more information about the TOSA program, please [contact us](#).

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## TRAILS

Cool Springs offers miles of trails suited to every grade and skill level. During all hikes, students will learn about:

- The history of the tract and its varied uses by mankind
- Various species of plants and animals
- Why plants and animals live where they do and their interactions with each other
- How foresters work to protect the environment
- The importance and function of wetlands through an activity called "wetland metaphors"

Available hikes at Cool Springs include:

### CREEKSIDE

A short 0.5 mile hike explores a mixed pine and hardwood forest along Swift Creek. This trail is best suited for very young children (K–1) or groups with limited time (under one hour).

### PLANTATION RIDGE

This 1.2 mile trail winds along Swift Creek, along the edge of a field, through a pine plantation, past a grave site, over a swamp on an elevated boardwalk, and on to a beaver lodge. This trail takes approximately 2 hours to complete and is appropriate for 2nd grade students and above.

### BEAVER GULLEY

This 2 mile trail begins around the edge of the pine plantation, continues by the swamp on a road, winds by a beaver lodge, through a mature pine and hardwood forest along the banks of the Neuse River and then back through the swamp forest and several islands to a dry ridge with a pine, oak and hickory forest. This trail also incorporates a visit to the "bear tree", an Atlantic white cedar that has been marked by an American black bear. This hike takes approximately 2½ hours and is appropriate for 3rd grade students and above.

### BEAR STOMP

This 3 mile trail combines aspects of the Creekside, Plantation Ridge and Beaver Gulley hikes. The hike takes between 2 ½ and 3 hours to complete and is appropriate for 4th grade students and above.

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## ANIMALS AND THEIR HABITATS

Cool Springs has many habitats, filled with animals of varied species and plants that grow abundantly throughout the tract.

You can view our most recent pictures to learn more about plants, animals and their habitats, as well as learn about research we conduct to continue learning about the environment and its balance with forestry.



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## ANIMALS

Many animals call Cool Springs their home. Select a category below to view pictures of our local residents!

### REPTILES

- [Lizards](#)
- [Snakes](#)
- [Turtles](#)

### AMPHIBIANS

- [Frogs and Toads](#)
- [Salamanders](#)

### OTHER

- [Birds](#)
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## BIRDS

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# FROGS

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## INSECTS

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# LIZARDS

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## MAMMALS

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## SNAKES

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## HABITATS

## PLANT COMMUNITIES OF COOL SPRINGS

## LONGLeAF PINE SAVANNA

The longleaf pine area at Cool Springs is listed with the North Carolina Natural Heritage Registry because of its ecological significance. This unique ecosystem has become rare in its range as only about three percent of its original acreage remains. The [longleaf pine](#) ecosystem is dependent on fire. Without fire, the longleaf pine and many other plants that grow along with it can't survive. Some plants need fire to reduce competition, as in the longleaf pine, while others need it for seed production, like [wiregrass](#). Numerous animals are also associated with this ecosystem, like the [fox squirrel](#). Fox squirrels are larger than gray squirrels and therefore well adapted to deal with the larger cones of the longleaf pine.



## MIXED PINE HARDWOOD

[Mixed pine hardwood](#) stands are often transitional stands. They will likely become either longleaf pine savanna or hardwood climax forests. Many of these stands at Cool Springs are located next to the swamp or are small islands surrounded by swamp. The tree species in these habitats are quite variable including loblolly pine, shortleaf pine, longleaf pine, pignut hickory, red maple, and numerous oaks. These stands can be very valuable for wildlife as they produce high quality foods and offer plenty of shelter.

## POCOSIN

[Pocosins](#) are typically wet pockets of dense vegetation located on the highest ground in the coastal plain. Well named, the word pocosin is believed to be a Native American word that translates to "swamp on a hill". The soils in pocosins are usually highly organic, meaning high concentrations of decaying plant and animal matter. Numerous tree species thrive in these conditions including black gum, red bay, sweet bay, loblolly bay and pond pine. Pocosins may also include Atlantic white cedar trees. Also known as juniper, Atlantic white cedar is a tree that has suffered declines. Less than ten percent of its original area remains in North Carolina. We're lucky to have several stands of Atlantic white cedar at Cool Springs among our pocosins. Weyerhaeuser plans to maintain these Atlantic white cedar stands for conservation purposes.

## MANAGED PINE PLANTATIONS

Three different species of trees have been planted in plantations at Cool Springs: slash pine, loblolly pine and longleaf pine. These [managed pine plantations](#) demonstrate forest industry practices used by Weyerhaeuser. Much goes into the management of a forest plantation, certainly more than just planting and harvesting. A wide variety of practices are used by Weyerhaeuser, such as site preparation, fertilizing and thinning. Practices such as these allow trees to grow larger in a shorter amount of time. Producing larger trees is important, as forests such as these are used to make products from two-by-fours to baby diapers to doughnuts.

## SWAMP

Much of Cool Springs is covered by [swamp](#). The dominant trees in this swamp are bald cypress and water tupelo. As a result, this type of swamp is often called a cypress-tupelo swamp. Both of these trees have adapted to survive floods most of the year. The bald cypress has "knees" to help support the tree and also to supply oxygen to the roots. The water tupelo has a very broad lower trunk that spreads out to give greater stability in the water. A wide variety of plants are often found in these swamps, including swamp rose, lizard's tail, duck potato, arrow arum and cardinal flower. Duckweed covers much of the water's surface. Many birds use the swamp as an important breeding habitat. You'll also find beavers, muskrats and a variety of reptiles and amphibians.

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## RESEARCH

At Cool Springs, we conduct research to better understand the balance between the environment and forestry, and to help provide information to leading scientists and universities.

### BIRD RESEARCH

Active research includes migration monitoring and point counts for breeding [birds](#). Migration monitoring takes place from mid-March through June and then again in September through mid-October. A two-mile route is run at least once a week during this period and all migratory birds are recorded. This data is supplied to a national database in Houston, Texas. One "point count" type survey is also conducted each summer to survey for breeding birds.



### REPTILE AND AMPHIBIAN RESEARCH

Monitoring of "herps" (reptiles and amphibians) began in April 1999 and has continued since. A variety of techniques are used for live trapping of herps, including coverboard and PVC pipe transects, minnow and turtle traps, and drift fences with pitfall traps. Sixty-seven species of [reptiles and amphibians](#) have been encountered at Cool Springs. Students and teachers have assisted in this research.

### WATER QUALITY MONITORING

Monitoring of Water Quality began in April 2008. Testing of several chemical and physical parameters is done weekly on the Cool Springs property at several distinct aquatic habitats. These sites include: permanent ponds, vernal ponds, swamp, creek, and river. This is being done as a base line comparison of different aquatic habitat water properties. In the future, as this develops, we hope to expand this into a more extensive survey to include additional sites and their biota.

### PROJECT AND THESIS STUDIES

- [Reptile and Amphibian Research Project](#)
- [Soil Well Monitoring](#)
- [Flora, Plant Communities and Soils of a Significant Natural Area](#) (including a [publication based on this thesis](#))

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Animals and trees of varied species can be found throughout Cool Springs.

- [Bird Species Checklist](#)
- [Mammal Species Checklist](#)
- [Reptile and Amphibian Species Checklist](#)
- [Tree Species Checklist](#)

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## SCHEDULED EVENTS

Cool Springs periodically hosts various school classes, workshops and special events such as [Project WET](#) and [Project Learning Tree](#) as well as numerous workshops in conjunction with the North Carolina Wildlife Resources Commission. We also host the annual Coastal Envirothon put on by Soil & Water Conservation Districts.

To view events that are currently scheduled, select from the links in the left-hand navigation.

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**BIRDING BONANZA: MAY 21<sup>ST</sup> 8AM-2PM**

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## SCHOOL VISITS

### ELEMENTARY SCHOOLS

**Johnson Primary**

May 12, 2011

**Harkers Island Elementary**

May 27, 2011

### MIDDLE SCHOOLS

Nothing scheduled at this time.

### HIGH SCHOOLS

Nothing scheduled at this time.

### COLLEGES

**UNCW Coastal Issues Class**

May 11, 2011

### OTHER GROUPS

**Kids of America**

June 17, 2011

**Greenville Parks and Recreation**

July 14, 2011

**4H Camp**

August 2, 2011

**Fitness Kamp For Kids**

August 15, 2011



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## WORKSHOPS, GROUPS, AND MEETINGS

### WORKSHOPS

#### Reptile Workshop

June 16, 2011

To register, or for more information, contact Melissa Myers at 252-514-3533.

### GROUPS

#### Timberlands Wellness Day

May 13, 2011

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Located on 1,700 acres of forestland along the Neuse River in North Carolina, Cool Springs sits about six miles up river from New Bern. Our [site and facilities](#) provide an excellent opportunity to learn about the environment and its working relationship with forestry.

We encourage you to view [directions](#) to Cool Springs and invite you to plan a trip soon.



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## DIRECTIONS

Cool Springs is located near the community of Askin, between Vanceboro and New Bern on US 17 in Craven County.

### FROM NEW BERN AREA:

- Take U.S. Hwy. 17 North from New Bern
- Continue on U.S. 17 North through New Bern, crossing the Neuse River and into Bridgeton
- Continue on U.S. 17 North for approximately 8 miles to Askin
- At Askin, make a left onto Askins Brick Road (Askins Grill / General Store and Mallard gas station will be on the right)
- Go straight for 2.6 miles to entrance

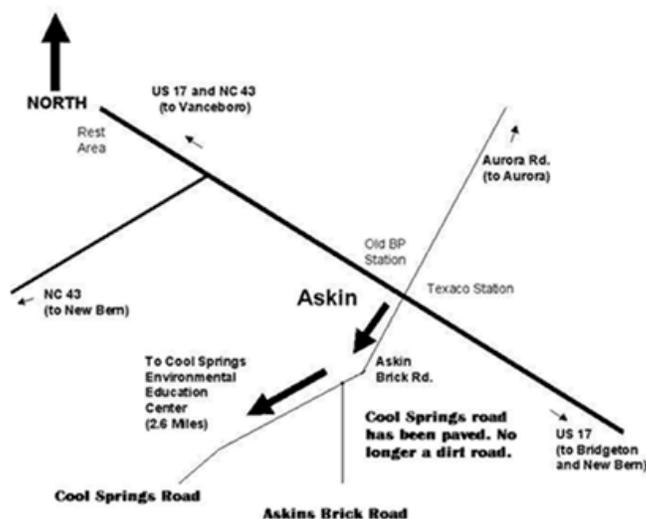
### FROM KINSTON/GOLDSBORO AREA:

- Take U.S. Hwy. 70 East to exit 411 (N.C. Hwy. 43 North)
- Continue on N.C. 43 North for 10.8 miles
- Make a right onto U.S. 17 South and continue for 2.5 miles to Askin
- Make a right onto Askins Brick Road (Askins Grill / General Store and Mallard gas station will be on the left)
- Go straight for 2.6 miles to entrance

### FROM GREENVILLE/WASHINGTON/VANCEBORO AREA:

- Take U.S. Hwy. 17 South from Vanceboro
- Go past rest area on right and through stop light and continue for approximately 3 miles to Askin
- Make a right onto Askins Brick Road (Askins Grill / General Store and Mallard gas station will be on the left)
- Go straight for 2.6 miles to entrance

Phone number for Cool Springs EE Center: (252) 514-3533



### RELATED LINKS

- [Get driving directions \(Powered by Google\)](#)

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## PLAN A TRIP

Cool Springs is open year-round and is free to all visitors. We can accommodate group sizes of up to 60 per day. If you have a larger group, please schedule multiple days for your visit.

Come prepared to spend the day outdoors. We recommend:

- Long pants.
- Substantial shoes suitable for walking long distances through the forest.
- Hats or caps during the insect season. We do provide insect repellent, but you might prefer your own brand.
- No sandals, flip-flops, or other open-toed shoes.
- Bring a snack to eat along the trail—crackers, raisins, etc.—as walking usually coincides with the time many classes would normally be eating lunch. A small snack is usually enough until we return to the shelter for lunch. We recommend the snack be carried by the adults, not children.
- A calculator (only for grades 6-12, land measurement and tree measurement sessions.)

We offer outdoor porta-johns at the main picnic shelter and along the Neuse River. During hot weather, coolers of ice water are placed along the trail.

### RELATED LINKS

[Learn more about our hands-on activities and programs](#)

[Schedule a visit](#)

[Animal and tree species checklists](#)



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**SITES AND FACILITIES**

Cool Springs covers approximately 1,700 acres with many miles of trails that meander through various [habitats](#). School groups and other large groups can make use of three picnic shelters, an amphitheater and numerous port-a-johns. Small adult groups may reserve the "red house" for workshops and meetings. No fees are charged for services.



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## USEFUL LINKS

Weyerhaeuser's Cool Springs Environment Education Center provides the following links to help you with your research:

### ENVIRONMENTAL EDUCATION

- [EELE information](#)
- [EENC](#)
- [EE in the classroom](#)
- [EPA Surf Your Watershed](#)
- [Ecological Footprint](#)
- [Entomology](#)
- [Forestry Images](#)
- [Insect Images](#)
- [Naturesongs Digital Recordings](#)
- [NC Crayfishes](#)
- [NC DENR](#)
- [NC Division of Parks and Recreation](#)
- [NC Museum of Natural Sciences](#)
- [NC Office of Environmental Education](#)
- [NC PLT](#)
- [NC Partners in Flight](#)
- [NC Project WET](#)
- [NC Soil and Water](#)
- [NC Stream Watch](#)
- [NC Wildlife Resources Commission](#)
- [NCSU Science House](#)
- [Osprey Nest Cam](#)
- [Owl Pellet Dissection](#)
- [PLANTS National Database](#)
- [Science Junction, Water What Ifs](#)
- [Science, Math and Environmental Education Lesson Plans](#)
- [World Biodiversity Database](#)

### HERPS

- [Center for North American Herpetology](#)
- [Lake Jackson Ecopassage](#)
- [NC Herp ID site \(Davidson site\)](#)
- [NC Herpetological Society](#)
- [NatureServe wildlife data](#)
- [Partners in Amphibian and Reptile Conservation \(PARC\)](#)
- [Salamander Tunnels](#)
- [Savannah River Ecology Lab \(SREL\)](#)

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## CONTACT US

If you have questions about a visit to Cool Springs, please contact:

Melissa Myers

Weyerhaeuser's Cool Springs

Environmental Education Coordinator

tel: 252-514-3533

e-mail: [info@coolsprings.org](mailto:info@coolsprings.org)

If you'd like to reserve a date for a visit, please submit a [visit request](#).

If you have a question for an expert, select from the following categories:

- [Amphibians](#)
- [Birds](#)
- [Fish](#)
- [Invertebrates](#)
- [Mammals](#)
- [Plants](#)
- [Reptiles](#)

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## REQUEST TO VISIT COOL SPRINGS

Please complete the form below and submit

Required Information \*

First Name \*

Last Name \*

School/Group/  
Club/Workshop \*

City \*

State \*

Zip Code \*

Daytime Telephone  
Number \*

E-mail \*

Grade(s)

Requested date  
(mm/dd/yyyy) \*

Requested time (hr)

I am interested in... \* Click and pull down

Additional Comments \*



For security reasons, please enter the characters shown above:



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## FOREST LEARNING CENTER AT MOUNT ST. HELENS

Within months of the 1980 eruption of Mount St. Helens, we began hand-planting 18 million seedlings in the aftermath of one of the most powerful volcanic eruptions in North America. Today, those trees stand over 70-feet tall. They're growing so densely that thinning is needed to ensure the heartiest have the sunlight, nutrients and space needed to grow to maturity.

To celebrate the return of the forests at Mount St. Helens, and commemorate the 25th anniversary in 2005, \$1 million dollars was provided to Habitat for Humanity through grants from the Weyerhaeuser Company Foundation and packages of lumber from Mount St. Helens. The campaign helped build homes for 25 families in 18 states and provinces across the United States and Canada. See the impression this donation to Habitat for Humanity had on Former President Jimmy Carter, in [56k and below](#) or [broadband](#). (You might need a [free media player](#) to watch these .wmv files.)



We invite you to browse our web site to learn more about the destruction and renewal, including our interactive sections that allow you to:

- View a live webcam at [Mount St. Helens](#) and the [Forest Learning Center](#)
- Use our [interactive map](#) with its bird's eye view of the mountain
- Go [inside the blast](#)
- Compare [before and after photos](#) of our forestlands
- See the animals that have returned with our [wildlife viewer](#)
- View [Mount St. Helens memories](#) from our Forest Learning Center volunteers

We welcome you to visit the Forest Learning Center ([see schedule](#)) located just inside the blast zone. Experience this unique story through exhibits, views, trails and a playground the entire family will enjoy!



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## ABOUT THE FOREST LEARNING CENTER

The Charles W. Bingham Forest Learning Center is located inside the blast zone of the May 18, 1980 eruption of Mount St. Helens on Highway 504. It is a partnership between Weyerhaeuser Company, Washington State Department of Transportation and the Rocky Mountain Elk Foundation. The facility is open to the public from mid-May to October free of charge. Please see our [operating schedule](#).

- Walk through a life-like forest and experience the Eruption Chamber.
- Learn about forest recovery, reforestation and conservation of forest resources.
- See spectacular views of the mountain, elk and replanted forests.
- Hike a short trail through the planted forest and learn about biodiversity.
- Have fun on the volcano slide at the playground.



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## AMENITIES AT THE FOREST LEARNING CENTER

### DISABLED ACCESS

Designed to accommodate disabled visitors except at forest trail. Wheelchairs are available at Center.

### FOREST TRAIL

A one-mile hike, including a paved ¼ mile interpretive loop, through a forest replanted after the eruption.

### GIFT SHOP

Wide selection of books, clothing and souvenirs.

### MEALS

Five outdoor picnic tables. No food service is available at the Center. Snacks and beverages are sold in the gift shop.

### MEDICAL SERVICES

First aid station inside Center.

### PLAYGROUND

Volcano-theme play area designed for young children.

### VIEWPOINT

Elevated area with spectacular views of mountain, debris flow and elk herds inhabiting valley below.



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## EXHIBITS

The trees planted by Weyerhaeuser at Mount St. Helens continue to grow - and so does the story of renewable, sustainable forests. Exhibits at the Forest Learning Center provide updates and illustrate how forests are managed today to ensure that there will be forests in the future. Some of our most popular exhibits are:



### THE FOREST THAT WAS

Sights, sounds and "feel" of a forest at Mount St. Helens just moments before the eruption.



### ERUPTION CHAMBER

"You Are There" multi-media program lets you be an eyewitness to the blast.



### SALVAGE, RECOVERY AND REFORESTATION

Explore the massive destruction caused by the eruption, and learn about the amazing return of plants, fish and wildlife.



### VIRTUAL CHOPPER TOUR

Sit in a helicopter cockpit and view Mount St. Helens and the surrounding landscapes.



### FORESTS TOMORROW

See how we manage forests to protect habitat and also provide products for future generations.



### FORESTS ALWAYS

Appreciate the resiliency of the forests at Mount St. Helens and the learning opportunities they offer us.



### KIDS EXHIBITS

Learn how seeds germinate, trees grow and plants photosynthesize, and practice forestry skills by managing a plot that that you inherit.



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## VISITING THE FOREST LEARNING CENTER

The Forest Learning Center is a fascinating place that attracts more than 200,000 visitors every year from all over the world.

### 2012 OPERATING SCHEDULE

Open May 11 through September 3 as follows:

- May 11 through June 10: open Friday – Sunday, 10 a.m. to 4 p.m.
- June 15 through September 3: open Friday – Monday, 10 a.m. to 4 p.m.
- The indoor exhibits will also be open:
  - Memorial Day: Monday, May 27
  - Independence Day: Wednesday, July 4
  - Labor Day: Monday, September 3
- The gift shop, restrooms, and Center's outdoor facilities will be open seven days a week from mid-May through October, 10 a.m. to 6 p.m.
- Admission is free
- From I-5 take Exit 49 to Highway 504 (Spirit Lake Memorial Highway) and continue east to Milepost 33
- Large groups are asked to make reservations at least two weeks in advance (please see [Field Trip Planner](#))
- There are [two other visitor centers](#) along Highway 504



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## THE BLAST

Mount St. Helens, located in southwest Washington, erupted May 18, 1980 at 8:32 a.m. A magnitude 5.1 earthquake triggered one of the world's largest recorded landslides, followed by one of the most powerful volcanic blasts in the history of North America.



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## BLAST FACTS

Lots of things changed as a result of the Sunday morning eruption:

- 57 people lost their lives.
- 150,000 acres of forests were devastated.
- A large portion of the mountaintop cascaded into the valley below, leaving the mountain 1,314 feet shorter. It now stands 8,363 feet tall.
- The crater formed inside the mountain was 2,084 feet deep, 1.8 miles long and 1.3 miles wide.
- All lava erupted from 1980 to 2008 has refilled about 7% of the crater created by the 1980 eruption.
- The lateral blast of the landslide traveled nearly 18 miles to the north and northwest, carrying 23 square miles of debris as fast as 650 miles per hour.
- The ash cloud reached 17 miles into sky and circled the entire earth in two weeks.
- Ash from the eruption column fell as far away as North Dakota.
- Forests in 234-square-mile arc were leveled.
- Rock-filled wind traveled at 670 miles per hour to the north, sandblasting the earth and ripping out trees by their roots.
- Heated air from the blast reached 660 degrees F. The [pyroclastic](#) flows were more than 1,300 degrees F and traveled at 200 mph.
- 24 megatons of thermal energy were released.
- Though the eruption lasted nine hours, most damage was done in the first nine minutes.
- President Jimmy Carter toured the devastation and later said, "Someone said this area looked like a moonscape. But the moon looks more like a golf course compared to what's up there."



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## THE ERUPTION

The volcanic eruption of Mount St. Helens happened in several stages.

- Earthquakes caused by the uprising of [magma](#) within the mountain began on March 20, 1980.
- A vent opened up at the top of the mountain allowing the escape of steam and ash. Plumes of ash reached heights of seven miles.
- The vents later collapsed, causing magma to pool inside the mountain. This pool, called a [cryptodome](#), pushed the entire north side of the mountain up and out.
- On Sunday, May 18, 1980, a magnitude 5.1 earthquake triggered an enormous landslide.
- This massive [avalanche](#) raced down the north face, exposing molten rock and setting off a lateral [pyroclastic](#) explosion of volcanic rock, hot gasses, and super-heated steam. It was followed by a vertical blast of volcanic rock.
- Debris from the massive landslide and explosion cascaded down the mountain into the Toutle River Valley.
- The intense heat melted snow and ice, creating a mudflow that flowed rapidly down the Toutle River, knocking down trees and destroying everything in its path, including 221 homes.
- The mudflow eventually reached the Columbia River, filling the channel and stopping ship traffic.



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FOREST OWNERSHIP

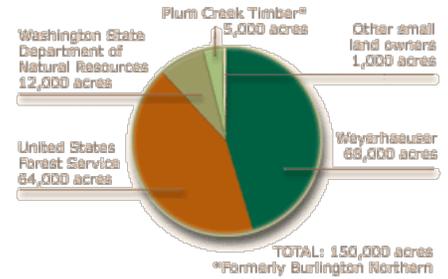
Who owned the forestlands that were damaged or destroyed by the eruption of Mount St. Helens? People, companies and the government—including the U.S. Forest Service.

- Weyerhaeuser 68,000 acres
- United States Forest Service 64,000 acres
- Washington State Department of Natural Resources 12,000 acres
- Plum Creek Timber\* 5,000 acres
- Other small land owners 1,000 acres
- Total 150,000 acres



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**Weyerhaeuser was the largest private owner of forests damaged in the Mount St. Helens blast.**



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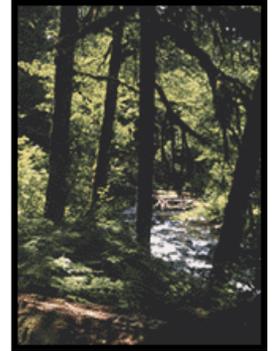
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## THE FOREST THAT WAS

Picture dense fir forests beside pristine lakes and streams, home to countless species of plants and animals. This was Mount St. Helens, a popular vacation destination for campers and fishermen, and a place of extraordinary natural splendor.

Living in this forest were:

- Large mammals such as cougars, elk, deer and bears
- Smaller animals like chipmunks, squirrels, rabbits and raccoons
- Eagles, Steller's jays, woodpeckers, owls, wrens, sparrows and crows
- Salmon, various trout and other fish
- Reptiles, insects and amphibians like newts, salamanders and frogs
- Ferns, salal, huckleberries, and hundreds of other plant and shrub species
- Native trees like Douglas-fir, pacific silver fir, noble fir, western hemlock and western red cedar



Click the play button above to see what Mt. St. Helens looked like in this clip from "Trees and Homes", a 1941 film sponsored by Weyerhaeuser and produced by Metro-Goldwyn-Mayer, in which this "silent sentinel of the ages" is seen from Spirit Lake.



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## THE DEAD FOREST

The eruption of Mount St. Helens devastated vast tracts of public and privately owned land. Forests were destroyed by hot gases and the force of the eruption, leaving nothing but downed trees buried in ash. Nearly all living creatures above ground in the blast zone perished.

Select a link in the left-hand navigation to learn more about the damage and salvage efforts.



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## DAMAGE DONE

The toll taken by the volcano's blast may never be fully measured. President Jimmy Carter toured the devastation and later stated, "Someone said this area looked like a moonscape. But the moon looks more like a golf course compared to what's up there."

- Millions of trees were blown down or charred by the intense heat.
- 221 homes and many vacation sites were lost.
- Lakes, rivers and streams were buried with mud and nearly all the fish were killed.
- Nearly every living thing above ground in the blast zone died.



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## PREPARATION FOR RENEWAL

The eruption destroyed more than trees. All of the roads, highways, trails, railways, drainage systems and bridges in the blast zone were damaged. These had to be repaired quickly. Transportation routes were essential for rescue, salvage and recovery operations.

Volcanic ash and mudflows destroyed:

- 650 miles of Weyerhaeuser roads
- 19 Weyerhaeuser bridges and hundreds of culverts
- 16 miles of Weyerhaeuser railroad
- Three logging camps with shops, offices, 22 crew buses and dozens of logging trucks



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## SALVAGE

Salvage and recovery operations began immediately after the blast. Much of the downed timber was still usable, but at great risk of being damaged by insects and diseases.

Salvaging timber around Mount St. Helens required paying extra attention to the safety and health of the company's employees. The National Institute for Occupational Safety and Health (NIOSH) first conducted a study to assess health hazards of working in the ash. Six months after the blast, full-scale salvage of downed Douglas fir, hemlock, silver fir, noble fir and western red cedar was ready to begin.

- More than 1,000 people were involved in the salvage efforts on Weyerhaeuser lands.
- 600 truckloads of salvaged logs were removed each day during peak summer months.
- Salvage work continued for nearly two years.
- 850 million [board feet](#) of timber were salvaged from Weyerhaeuser land.
- The wood Weyerhaeuser saved was enough to build 85,000 new three-bedroom homes.



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## WEYERHAEUSER LOSSES

Weyerhaeuser has owned and managed its Mount St. Helens Tree Farm since 1900. We are the largest private landowner in the volcano's vicinity. The effects of the eruption on Weyerhaeuser land were:

- Nearly 68,000 acres (about 14 percent) of the [tree farm](#) were devastated.
- About 36,500 acres of merchantable timber of various ages and species were damaged.
- 26,000 acres of very young trees were destroyed.
- 5,500 acres of meadows, lakes, streams and lands being [reforested](#) were also damaged.
- Three logging camps with buildings, equipment and vehicles were ruined.



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## THE NEW FOREST

Weyerhaeuser decided to rapidly salvage and reforest eruption-damaged land because every acre plays an important part in supplying the forest products we all use every day. But reforestation is only the beginning of the story about the new forest.

Our philosophy of forest management is based on knowledge of the natural forest and its cycles. We are continuously learning about and improving our understanding of trees, soil, water and life within the forest. Applying the principles of science, we protect natural resources, improve productivity and maintain an indispensable, renewable resource from which we all benefit. Here is what we have done to rebuild the Mount St. Helens forests under our stewardship.



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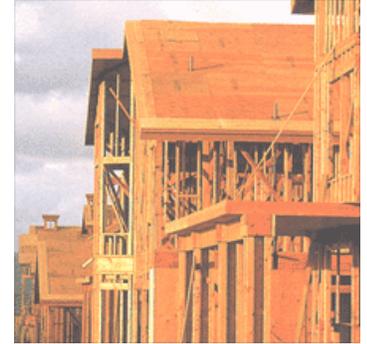
## BENEFITING FROM THE FOREST

People need trees. They give us fresh air and clean water. They provide homes for hundreds of wildlife species. They inspire us and enrich us with their beauty. And when carefully managed, trees are a renewable, recyclable and reusable resource.

- **We all use wood.** Each person on planet Earth uses wood and products made from wood every day—in homes, other buildings, paper products, furnishings and tools. Ice cream, cosmetics and more than 5,000 other products contain ingredients from trees. Half of the wood used around the world is burned for cooking and heating.
- **Wood is good for communities.** Well-managed forests provide family-wage jobs and tax revenue for many communities. Forest products are the second-largest manufacturing industry in the Pacific Northwest. In 2000 the industry employed more than 100,000 people in Washington and Oregon.
- **Wood is a great insulator.** Wood insulates better than either steel or aluminum. In addition, it requires much less energy to manufacture wood products than non-renewable resources. For example, steel studs for wall construction require nine times the production energy of wood. Concrete floors take 21 times more energy than wood.



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## FOREST FACTS

- Weyerhaeuser's orchards in Washington and Oregon produce seeds for 30 million Douglas fir trees annually. We also grow noble fir, western red cedar, grand fir, hemlock and red alder trees.
- About 80% of all harvesting today in the Northwest is done on private land.
- One fourth of Washington's forests are preserved in Wildernesses and National Parks and never will be harvested.
- Another quarter of our forests are managed for multiple use by the U.S. Forest Service and currently have very little harvest.
- On average, North Americans use wood and paper products equivalent to one 100-foot tall tree each year.
- In 60 years of growing, an average tree accumulates 5,250 pounds of organic material through the miraculous use of sun, soil, water and air.
- A tree exhales 6,000 pounds of oxygen in its life, or about 120 pounds per year, assuming a 50-year life.
- Each person needs one pound of oxygen to breathe per day, 365 pounds per year.
- Each person uses the amount of oxygen given off by three trees.
- One second-growth Douglas fir takes up about 60 pounds of carbon dioxide per year.
- Burning one gallon of gasoline produces 19 pounds of carbon dioxide.



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## HARVESTING MATURE TREES

Weyerhaeuser harvests only 2 to 3 percent of its Northwest timberland each year, generally when trees are 40 to 60 years old. These levels provide the income needed for future investments, stability to communities, and diverse forest habitat for diverse plant and wildlife populations.

- **Clearcutting**—Most of the trees in an area are harvested at the same time. The area is replanted immediately, fertilized, and sometimes landscaped for appearance. Clearcutting is especially effective for trees growing west of the Cascade Mountains such as Douglas fir, which does not tolerate shade and cannot thrive under a forest canopy. By law clearcuts are smaller today than in the past.
- **Selective cutting**—The periodic harvest of single trees or groups of trees creates gaps in the forest, providing space for seedlings that don't need full sunlight. Selective cutting looks better than clearcutting, and is well-suited to trees that like shade, including pine species on the arid east side of the Cascades.
- **Engineering and planning**—Long-term and short-term planning for a forest can be a complex task. New technology like computer information systems, satellites and data collection has increased the accuracy of information. Forest engineering often includes tracking forestry activities, selecting stands for harvest, maintaining roads, determining regeneration requirements and obtaining governmental permits and approvals.



To watch reflections of foresters, click the play button above.



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## NURTURING YOUNG TREES

We take good care of young trees after they're planted.

- **Pruning**—Trimming lower limbs when a tree is still small helps produce high-quality, knot-free wood. This "clear" wood is used where appearance counts — in furniture, molding and lumber. Cut limbs are left to decay and enrich the soil.
- **Thinning**—Removing selected trees from the forest reduces competition for water, nutrients and sunlight. We thin some trees between 25 and 40 years old, when they are large enough to produce lumber and wood chips. This generates some income during the forest's growth cycle.
- **Fertilizing**—In the Northwest, we fertilize most trees three times over a 40- to 60-year period to enhance growth and improve health. Other plants that provide diversity and wildlife habitat also benefit. We are careful to keep fertilizers out of streams and other bodies of water.



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## PLANTING SEEDLINGS

Weyerhaeuser began in 1900 and has since become a world leader in forest management. In 1941, the company started the first certified tree farm in North America. Here are the important steps to successfully reforesting Mount St. Helens.

- **Prepare the site**—by exposing mineral soil needed for seedling production, survival and growth; protecting the soil from erosion; and reducing the possibility of wildfire.
- **Select the best seedlings**—from superior-quality trees for improved production.
- **Plant by hand**—between 300 and 600 seedlings per acre, one by one, between January and June; survival proved to be more than 90 percent for Douglas fir, 80 percent for noble fir and 95 percent for red alder.
- **Plant quickly**—targeting almost every harvested area within 12 months of harvest.
- **Choose species wisely**—use Douglas fir and red alder in lowlands, noble fir at elevations above 2,800 feet, and western red cedar, grand fir and hemlock in selected locations.

Replanting the forest makes good business sense, since it assures that forests will be available for human use in the future. In addition, laws in Washington and Oregon have required regeneration of harvested areas on both state and private land since the early 1970s. Most forest owners began replanting logged areas long before required by law, and today most exceed legal standards.



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## PROTECTING FROM HARM

Effective forest management includes protecting forests from fire, insects, disease and excessive animal damage. We combat fires with aerial surveys, quick-response teams and equipment such as tanker trucks and helicopters. Managing forests requires being prepared for natural events beyond our control, including wildfires, windstorms, floods and (of course) volcanic eruptions.

Besides trees, we protect all parts of the forest ecosystem. We also work closely with Native Americans and governmental agencies to preserve cultural, historic, scenic and recreation areas.

- **Wildlife**—When harvesting, we leave a specified number of [snags](#), live trees and downed logs. This may look messy. But it provides food and cover for forest creatures.
- **Fish**—To protect spawning beds and keep streams clean we now design, build and maintain roads to very high standards. Some roads are closed or relocated to reduce impacts on streams. We leave forested buffer zones to protect rivers, lakes, streams, springs and ponds where fish can spawn.
- **Watersheds**—We analyze entire [watersheds](#) in cooperation with other landowners to assess the combined effects of land uses on fish habitat and water quality. This helps us develop land management plans to protect natural resources.



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## RENEWING THE FOREST

There are two main approaches to managing a devastated forest area like Mount St. Helens. Each has its own goals, results and importance to society.



Schultz Creek 1980 before regeneration



Schultz Creek 1997 after regeneration



Green River 1980 before regeneration



Green River 1997 after regeneration

View additional devastation and regeneration images in our [Photo Gallery](#).

1. Create a "biological laboratory," and let nature take its course. The U.S. Congress established a National Volcanic Monument on federal land around the mountain, to be managed by the U.S. Forest Service. [Click here to learn more.](#)
2. Assist nature to regenerate the forest by planting new seedlings, and work hard to restore the area to pre-blast conditions. Weyerhaeuser chose this approach, drawing on science and decades of [forest management](#) experience. [Click here to learn more.](#)



Unplanted NVM boundary lands on right



Weyerhaeuser forest replanted



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## VOLCANIC MONUMENT

In 1982, Congress established the Mount St. Helens National Volcanic Monument. It includes 110,000 acres of devastated land, unique caves and old growth forests. The U.S. Forest Service manages the land for research, recreation and interpretation.

Scientists have learned important lessons from the "biological laboratory" at Mount St. Helens. They have discovered that nature rarely destroys everything. It leaves behind a legacy with remains of the old forest. Examples include [snags](#) that provide homes for birds, or young trees that survived because they were protected under snow.

Also, the [forest succession](#) was not what textbooks predicted. Instead of a natural order with some species following others, everything came back at once and is now competing for space. This is changing the way we think about forest succession after large-scale disasters.

Since the view at right is a live image of the crater, you may not be able to see anything if it is dark or overcast in the Pacific Northwest.

View the [USFS VolcanoCam page](#).

Image courtesy [United States Forest Service](#).

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- The goal is to bring the damaged areas back to pre-blast conditions and restore a healthy, productive forest.
- Cost is very high—\$9 million for reforestation alone.
- Since mineral-rich soil is exposed during salvage, a large volume of plants returned naturally.
- More plants provide food and habitat for wildlife.



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These are but a few of the hundreds of species that have returned to our forests around Mt. St. Helens.



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## EDUCATION

The Forest Learning Center at Mount St. Helens is designed with educators in mind. School groups are among our most frequent visitors. Students of all ages spot elk herds and walk our Forest Discovery Trail. Our exhibits are self-guided and many are interactive for a fun learning experience.



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## AUDIO / VISUAL

### HOW DOES A TREE GROW? CD

Illustrates the natural processes of seed germination, photosynthesis and tree growth in a way that can be easily understood by all ages.

For more information contact the [Forest Learning Center](#).



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## CURRICULUM AND CLASSROOM MATERIALS

Feel free to download the following materials.

Don't miss [blast facts](#) in "The Blast" section of this Web site.

### FOR THOSE WHO ARE PLANNING A VISIT TO THE FLC

#### FIELD TRIP PLANNER

Useful Information for Planning Your Field Trip

#### PAST, PRESENT

The Mount St. Helens Story

Learn about about the May 18, 1980 eruption and the effects of a natural disaster on plants, animals and the surrounding landscape.

#### ELK WATCH SAFARI

Grade Level: 3-12

Tools designed to aid in observing elk at the Forest Learning Center

### GENERAL CURRICULUM FILES

#### WHO NEEDS TREES?

Grade Level: 4-8

Experience how different life would be without forest products.

#### REFORESTING THE BLAST ZONE

Grade Level: 6-12

Face the challenge of replanting a forest in a new, harsh, ash-covered landscape.

#### WHO OWNS THE BLAST ZONE?

Grade Level: 8-12

Craft a persuasive argument to convince a private landowner to sell property to you.

#### NOW WHAT DO WE DO?

Grade Level: 9-12

Interest groups negotiate to develop a land management plan that works.

#### A FOREST STORY - A DAY IN THE LIFE OF AN ELK CALF

Grade Level: K-4

Readers Theater - Environmental interaction and wildlife habitat.



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## FIELD TRIP CHECKLIST

Students should bring:

- Warm clothes including coats, hats, rain gear and sturdy shoes, as weather is unpredictable in mountains
- Clipboard, lessons, or journal paper and pencil
- Binoculars (if possible) for spotting elk are a good idea, labeled with name, school and telephone number.
- Lunch
- We suggest that all personal items such as coats, bags, cameras and binoculars be clearly labeled with student's name, school and phone number.



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Careful preparation will improve your experience at the Forest Learning Center. Here are a few suggestions.

- Visit us yourself first to become familiar with exhibits and layout.
- Make reservations by calling 360-414-3439 at least two weeks in advance to avoid overbooking.
- Plan a meal. Students may use our small covered picnic area, but no food service is available on-site. The gift shop sells snacks and beverages. Food, drinks and gum are not allowed in the Center.
- If possible, please limit groups to 60 students and chaperones.
- One adult chaperone must accompany every five or six children.
- It is highly recommended that larger groups divide students into smaller groups of 10 to 15 each. Rotate groups through the exhibit hall, viewpoint and Forest Discovery Trail (weather permitting).
- Our one-seat helicopter exhibit is always popular. Often students wait in line and miss other displays. Deal with this in advance by limiting chopper time, making it off limits, or rewarding certain students with pilot privileges.
- Allow at least 60-90 minutes for your visit. Groups of 50 or more may require two hours.
- Make a day of it by going to [other visitor centers](#) nearby.



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## RESOURCES

### MOUNT ST. HELENS VISITOR CENTER 360-274-0962

Milepost 5 on State Route 504. Focus on world geology and Mount St. Helens history. Giant walk-through volcano, short slide show and 22-minute movie shown on the hour.

### JOHNSTON RIDGE OBSERVATORY 360-274-2143

Milepost 52 on State Route 504. Focus on 1980 eruption, geological monitoring, and stories of survivors. Spectacular 16-minute movie every half-hour. Best view of the crater of Mount St. Helens.

### WEYERHAEUSER WEB RESOURCES

- [Weyerhaeuser Homepage](#)
- [Weyerhaeuser Forestry](#)

### LINKS TO OTHER VISITOR CENTERS

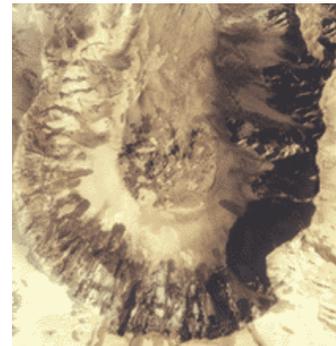
- [Mount St. Helens Visitor Center at Silver Lake](#)
- [Johnston Ridge Observatory](#)

### OTHER RELATED WEB SITES

- [Cowlitz County Tourism Department - Gateway to Mount St. Helens](#)
- [Cowlitz County Tourism Department - Mount St. Helens 30<sup>th</sup> Anniversary](#)
- [Earth Sciences at University of California at Santa Cruz](#)
- [Eco Park Resort - Mount St. Helens Adventure Tours](#)
- [Forest Learning Center WSDOT SR504 Web Cam](#)
- [Gifford Pinchot National Forest](#)
- [Hoffstadt Bluffs Visitor Center](#)
- [Mount St. Helens Awesome - Online Brochure](#)
- [Mount St. Helens Discovery Group](#)
- [Mount St. Helens National Volcanic Monument](#)
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- [Oregon Forest Resources Institute](#)
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## ABOUT THIS SITE

This website is provided by the Forest Learning Center at Mount St. Helens, a partnership of Weyerhaeuser, The Washington State Department of Transportation and the Rocky Mountain Elk Foundation.

- [WA State Department of Transportation](#)
- [Rocky Mountain Elk Foundation](#)



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**Annual harvest rates**

Relates to harvesting of timber on an economic and biological model that ensures a balance of growing timber and harvesting in cycles that produce a continuous supply of renewable forest products. After analysis, this harvest level will be set.



**Avalanche**

A fall or slide of a large mass of material, usually snow or rock, down a mountainside.

**Blowdown**

A tree or stand of timber blown down by the wind.



**Clearcutting**

Method of harvest in which most of the trees are removed at the same time, although some trees are left for wildlife and to shade streams. Clear cut harvesting is effective for regenerating Douglas-fir trees, which are shade intolerant and cannot thrive under a forested canopy.



**Commercial thinning**

Entry into a forest stand before final harvest to selectively remove trees that will produce a profit, while providing a silvicultural advantage to the remaining crop of trees. This technique is unlike a clear cut harvest, which removes nearly all trees in a single harvest operation.



**Conifer**

A cone-bearing tree with needles, such as pines, spruces, firs and larches.



**Cryptodome**

An underground pool of magma caused by an expansion of the magma chamber and a displacement of an upper portion of the mountain.

**Deciduous tree**

A tree that loses its leaves or needles during the fall and winter.

**Ecosystem**

Abbreviation for ecological system, defined as a total collection of living organisms, together with their non-living environment, in a particular area.

**Endangered species**

A species that is designated by the government to be in danger of extinction throughout all or significant portion of its range.



**Evergreen tree**

A tree that retains some or most of its leaves or needles throughout the year.



**Forest**

A plant community dominated by trees and other woody plants.



**Forester**

A professional engaged in the science and profession of forestry.



**Forestry**

The profession embracing the science, art and practice of creating, managing, using and conserving forests and associated resources in a sustainable manner for human benefit.

**Forest Management**

The practical application of biological, physical, quantitative, managerial, economic, social and policy principles to regeneration, management, utilization and conservation of forests to meet specified goals and objectives while maintaining the productivity of the forest. Forest management includes management for aesthetics, fish, recreation, urban value, water, wildlife and wood products.



**Forest succession**

The gradual replacement of one community of plants by another

**Habitat**

The local environment of a plant or animal.



**Landing**

A cleared area within a setting where logs are yarded, processed and loaded onto trucks for delivery.



**Leave trees**

Trees left standing by design after a harvest or thinning.



**Magma**

Molten matter beneath the earth's crust.

**Pyroclastic**

1. Super-heated rock and gases that travel at a high rate of speed down the sides of a volcano.
2. Rock fragmentation caused by volcanic ejection.

**Pulp**

A suspension of cellulose fibers in water.

**Reforest**

Plant young trees to replace trees killed or removed.

**Shade intolerant**

Trees or plants that grow better in direct sunlight than in the shade of other trees. Douglas-fir grows best in direct sunlight.

**Side**

A logging site, including the personnel and equipment to operate it.

**Slash**

Accumulations of wood debris such as limbs and needles, containing much of the tree's nutrients.



**Snag**

A standing dead tree ten feet high or over.



**Sustained yield**

Harvest practices which ensure the rate of forest harvest does not exceed the rate of forest growth.

**Thinning**

Tree removal in a forest stand that reduces tree density and competition among trees, encouraging growth of fewer, higher quality trees. See commercial and precommercial thinning.

**Threatened species**

A species that is designated by the government as likely to become an endangered species within the foreseeable future throughout all or a significant portion of its range.



**Tree farm**

Privately owned timberland where the primary goal is growing wood fiber to produce the wood and paper products we all use every day.

**Watershed**

The land surrounding and draining into a river or stream.



**Wicking**

The absorbent ability to pull moisture away through capillary action.

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## CONTACT US

PLEASE COMPLETE THE FORM BELOW AND SUBMIT

Required Information \*

First name \*

Last name \*

Address 1 \*

Address 2

City \*

State/Province \*

Zip/Postal Code \*

Country

E-mail \*

I am a... \*

I have visited the Forest Learning Center \*

I plan to visit the Forest Learning Center \*

Type your question here

\*



For security reasons, please enter the characters shown above:



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## TEACHERS ON SUMMER ASSIGNMENT

The Teacher on Summer Assignment (TOSA) program in North Carolina allows K-12 teachers to gain first-hand knowledge of environmental issues and to experience real-world applications of concepts they teach in the classroom.

The six-week assignments are conducted at various Weyerhaeuser timberlands and manufacturing facilities in eastern North Carolina. Teachers are paid on an hourly basis and also earn Continuing Education Units. Lodging stipends are available for non-local, in-state teachers.

The program requires teachers to:

- do useful, valued work
- create a lesson, activity or curriculum piece for your classroom
- be available to work for the full 6-weeks of the program and attend all scheduled workshops (CEU's available) (June 25 - Aug 3, 2012)
- make a presentation to your Weyerhaeuser team
- maintain our perfect safety record!

Examples of assignments include:

- air quality
- chemical management
- environmental policy
- forest stewardship
- recycling
- reptile and amphibian research
- water quality



### JOB ASSIGNMENTS

Location	Assignment	Theme
Greenville & New Bern	Environmental Management	The teacher will inventory all products and chemicals at the mill and ensure that MSDS (Material Data Sheets) are current and aligned with the DOLPHIN data base and update any hard and electronic copies. Review and ensure all chemicals/products have proper label information eliminating duplication. This will serve as the yearly review / audit of the chemical products at the mill.
New Bern - Cool Springs	Water Quality, Reptile & Amphibian Monitoring	Teachers will collect water quality data across different water body types in different habitats; and also collect data on reptiles and amphibians as an ongoing continuation of a long term survey. Work will involve handling of reptiles and amphibians to take various measurements. This position will be based primarily outdoors in a rugged field environment.

### HOW TO APPLY

The following materials constitute a complete application package:

1. One-page resume or biographical sketch including:
  - o Your current contact information for you at home and school
2. Letter of interest (1-page maximum) describing:
  - o Your experience and interest in designing your own classroom activities
  - o Your particular interest in the TOSA program and how you anticipate incorporating your summer experience into

your classroom curriculum

3. A letter of recommendation from your principal (sent directly to Weyerhaeuser at the address listed below) addressing:
- o Your leadership skills
  - o How this experience might benefit your classroom and school
  - o How the principal would support you in this endeavor, including your participating in a follow-up curriculum sharing day during the next school year
  - o Your ability to organize and write lesson plans

## DEADLINE

Application deadline is May 1, 2012.

Submit to: [linda.holton@weyerhaeuser.com](mailto:linda.holton@weyerhaeuser.com)

For more information or questions contact:

*Linda Holton, Weyerhaeuser TOSA 1758 Weyerhaeuser Road New Bern, NC 28586*

*E-mail: [linda.holton@weyerhaeuser.com](mailto:linda.holton@weyerhaeuser.com)*

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## PLANET

For more than a century, we've managed a precious renewable resource to provide shelter, create green energy and make lives more comfortable. We know what it takes to be long-term stewards of our shared environment. We are committed to continuous improvement by practicing sustainable forestry, conserving natural resources, and reducing waste and pollution.



### SECTION HIGHLIGHTS

**Weyerhaeuser owns and manages forests that provide important habitat for a number of threatened or endangered species.** In Southwest Oregon, we are helping to create dispersal habitat for northern spotted owls on our Coos Bay Tree Farm.

**In 2011, we spent \$21.5 million on forestry research topics including forest health and productivity, water quality, fish and wildlife, landscape management, and biodiversity.** This year, we are participating in a number of research partnerships, including partnering with the Northwest Advanced Renewables Alliance to study the feasibility of producing jet biofuel from woody feedstocks in the Pacific Northwest.

**Ensuring our products are sustainable is core to our business.** In 2011, we adopted a Product Stewardship Policy and implementation toolkit that integrates environmental, health and safety considerations into all of our products, from product design to end of life.

**We are leaders in green homebuilding.** Pardee Homes, one of our homebuilding companies, opened the newest community in its series of LivingSmart Homes, featuring its most advanced green technologies. This community qualified for the National Green Building Standard Gold level, the first neighborhood in Southern California to receive this distinction.

**We know that energy conservation, cost savings, and environmental improvements go hand in hand.** In 2011, our NORPAC joint venture, which produces newsprint and premium uncoated paper grades for publishers, was one of six finalists for the Pulp and Paper International Environmental Strategy Awards Mill Category for their TMP Heat Recovery Project.

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## SUSTAINABLE FOREST MANAGEMENT

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

- [Intensively Managed Forests Produce More Wood](#) ▼
- [Key Timberlands Statistics](#) ▼
- [Forest Management in the United States and Canada](#) ▼
- [International Forest Management](#) ▼



### INTENSIVELY MANAGED FORESTS PRODUCE MORE WOOD

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

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### KEY TIMBERLANDS STATISTICS

Category	2011
Area owned or managed <sup>1</sup>	20.3 million acres
Seedlings planted	66 million
Percentage of land with an environmental management system aligned to the ISO 14001 Standard	100%
Percentage of land harvested	
United States	2.5%
Canada	0.2%
Uruguay	1.3%
China	1.7%
Area harvested	189,200 acres
Percentage replanted within two years (United States and Canada)	95.2%
Percentage of harvested land replanted or naturally regenerated	100%

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

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### FOREST MANAGEMENT IN THE UNITED STATES AND CANADA

#### WE REFOREST WHERE WE HARVEST

In 2011, the size of Weyerhaeuser's average clearcut in the United States and Canada was 89 acres. We reforest these areas by planting seedlings or through natural regeneration. We generally plant at the first opportunity following harvest.

In 2011, we replanted 98 percent of harvested areas in the U.S. within two years of harvest. Within one year, 74 percent was replanted. All of our forestland in the United States has been harvested and regenerated at least once.

In Canada, where we manage public forestland under long-term licenses, we rely more on natural regeneration. Government requirements prescribe much of our forest practices, including harvest rates and types of trees harvested. We apply less intensive methods on this public land, fertilizing less often and relying more on seed trees and natural root sprouting to reforest. In harvest areas where replanting is done, more than 91 percent of the acres are replanted within two years of harvest. In areas where we rely on natural regeneration, this is typically achieved within five years of harvest. These methods are better suited to local conditions and climate. Because trees in Canada grow more slowly, we maintain sustainable harvest rates by harvesting less frequently—an average of once every 80 to 100 years compared with once every 20 to 50 years in the United States.



### COOPERATIVE LICENSE WITH FIRST NATIONS

In October 2010, Weyerhaeuser Company Limited joined with several First Nations, the Government of Ontario, and other forest companies and contractors in signing an historic shareholder-managed Sustainable Forest Licence covering the Kenora Forest. Under the new SFL, First Nations and industry shareholders take over management of forestry operations on the 1.2 million-hectare Kenora Forest through a limited partnership.

Mitigoog LP is responsible for all forest management aspects of the Kenora SFL including planning, certification, compliance, road construction and maintenance, and silviculture. Participants include Wabaseemoong Independent Nations, Naotkamegwaning 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. The new arrangement also provides an entry mechanism for additional First Nations who would like to join the new company.

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## INTERNATIONAL FOREST MANAGEMENT

### URUGUAY

Our forest operations in Uruguay are planted on grasslands that were primarily used for cattle grazing. The first harvest on our lands in Uruguay began in 2005. We protect any stands of native forests that existed when we purchased the plantation lands.

Our mills in the Southern Hemisphere (Uruguay and Brazil) use wood fiber from only our own plantations or other plantations nearby. For example, we buy the raw material for our Lyptus® premium hardwood, which is produced by our joint-venture sawmill in Brazil, from plantations located on the eastern coast, far from the Amazon rainforest. These plantations, owned by others, are interspersed among indigenous forests so that one-third of the area is kept in native reserves, dedicated to environmental protection.

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



### CHINA

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

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

Land we own in China is managed to the requirements of our internal [sustainable forestry policy](#) and we are currently developing plans for forest certification.

## RELATED LINKS

[Read our Sustainable Forestry Policy](#)

[Learn more about our timberlands ownership](#)

[Learn more about Weyerhaeuser Solutions](#)

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## SUSTAINABLE FORESTRY POLICY

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

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



## SUSTAINABILITY IN ACTION

### Helping to eradicate invasive plants is an important aspect of practicing sustainable forestry

Sounding less like plants and more like a lineup of Harry Potter's opponents, invasive species such as knapweed, ragwort, toadflax, hawkweed and cinquefoil are threatening ecosystems in several western states and provinces.

Especially vulnerable are British Columbia's interior grasslands and dry forests, where the invaders can harm native conifers, erode precious soil, consume critical water resources, increase wildfire hazards, and destroy natural habitat required by wildlife.

Most unwelcome is the deceptive tansy ragwort with its happy yellow blooms. Nicknamed "Stinking Willie," this plant is highly toxic to the animals that eat it. Also prevalent is the puncture vine (pictured), so called because its thorns are capable of piercing bicycle tires.



"With some of the highest numbers of invasive plants identified in the province, the risk to our Okanagan Falls operating area is high," says Brian Drobe, one of our planning foresters, "Uncontrolled, these species can alter the structure and function of the natural ecosystem, causing potentially irreversible damage."

To prevent the introduction and spread of invasive species we seed new-road cut-and-fill sloped with certified "weed-free" grass mixes. In 2011, a \$50,000 conservation grant awarded to The Nature Trust of British Columbia by the Sustainable Forestry Initiative (SFI). We are participating in the project by:

- Identifying high-priority locations where invasive plants pose a threat to biodiversity;
- Finding which seed mix best competes with invasive species in order to reduce the threat;
- Learning if grass seeding is enhanced in combination with herbicides and/or fertilizers; and.
- Communicating results to government agencies and other stakeholders.

The three-year study is taking place on 5,000 hectares of SFI-certified forestland that we manage in the Okanagan valley. Along with The Nature Trust, partners include the South Okanagan-Similkameen Invasive Plant Society and the B.C. Ministry of Forests, Lands, and Natural Resource Operations.

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**PROMOTING SUSTAINABLE FORESTRY**

We are strong supporters of promoting sustainable forestry. A few examples of our work in North America in 2011 are provided below:

- We purchased wood directly from 1,919 private forest owners and provided them with information on reforestation and best management practices.
- We provided information on reforestation and best management practices to 3,951 indirect suppliers, such as loggers who supply logs to third-party sawmills that sell their residual chips to us.
- We communicated our procurement policies to loggers, chip suppliers, wood dealers and other raw-material suppliers.
- In the United States, we provided information about sustainable forestry to more than 1,900 family forest owners. About 350 of these owners—who manage a total of more than 130,000 acres—participated in our Land Owner Assistance Program. In 2011, we helped these owners develop forest-management plans, provided 1.1 million seedlings at no cost, and helped regenerate 1,856 acres through planting and 3,737 acres through natural regeneration.



**3,951**

Number of suppliers who received information on reforestation and best management practices in 2011

**RELATED LINKS**

Learn more about responsible forest management in this technical symposium hosted by the Society of American Foresters

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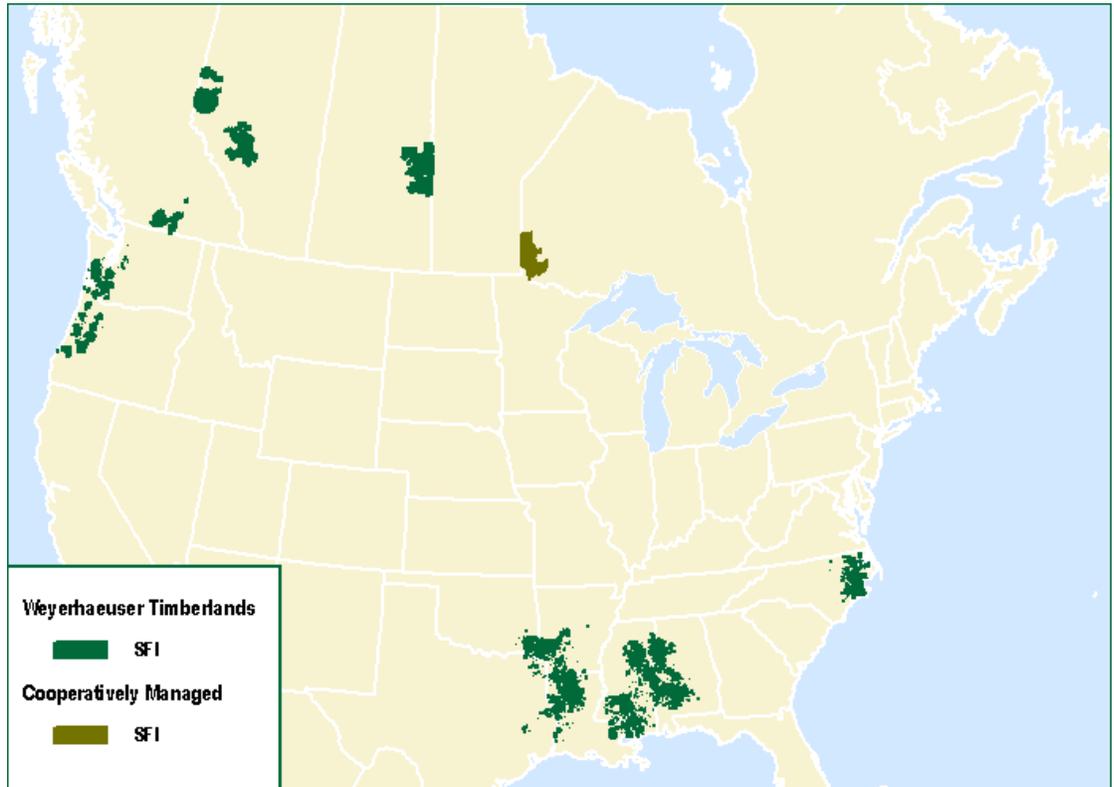
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**TIMBERLANDS OWNERSHIP**

- Timberlands in North America ▼
- Timberlands in Uruguay ▼
- Timberlands in China ▼

**TIMBERLANDS IN NORTH AMERICA**

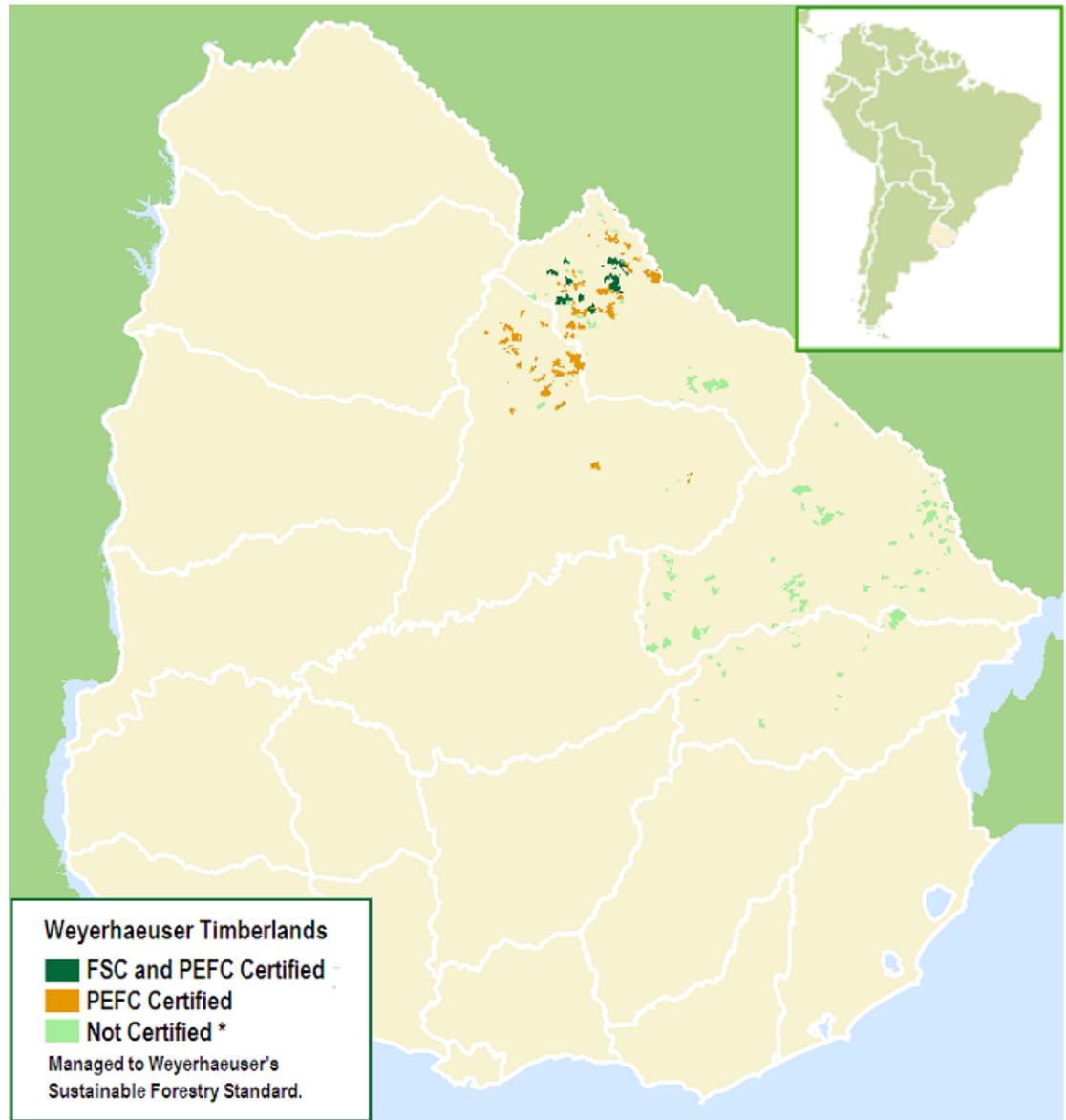
We manage 20.3 million acres of timberlands in North America. All of this acreage has been independently certified as meeting the requirements of the Sustainable Forestry Initiative standard. In October 2010, we joined with several First Nations, the Government of Ontario, and other forest companies and contractors to sign a historic shareholder-managed Sustainable Forest License covering the Kenora Forest in Ontario (shown as “cooperatively managed” on the map below).



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**TIMBERLANDS IN URUGUAY**

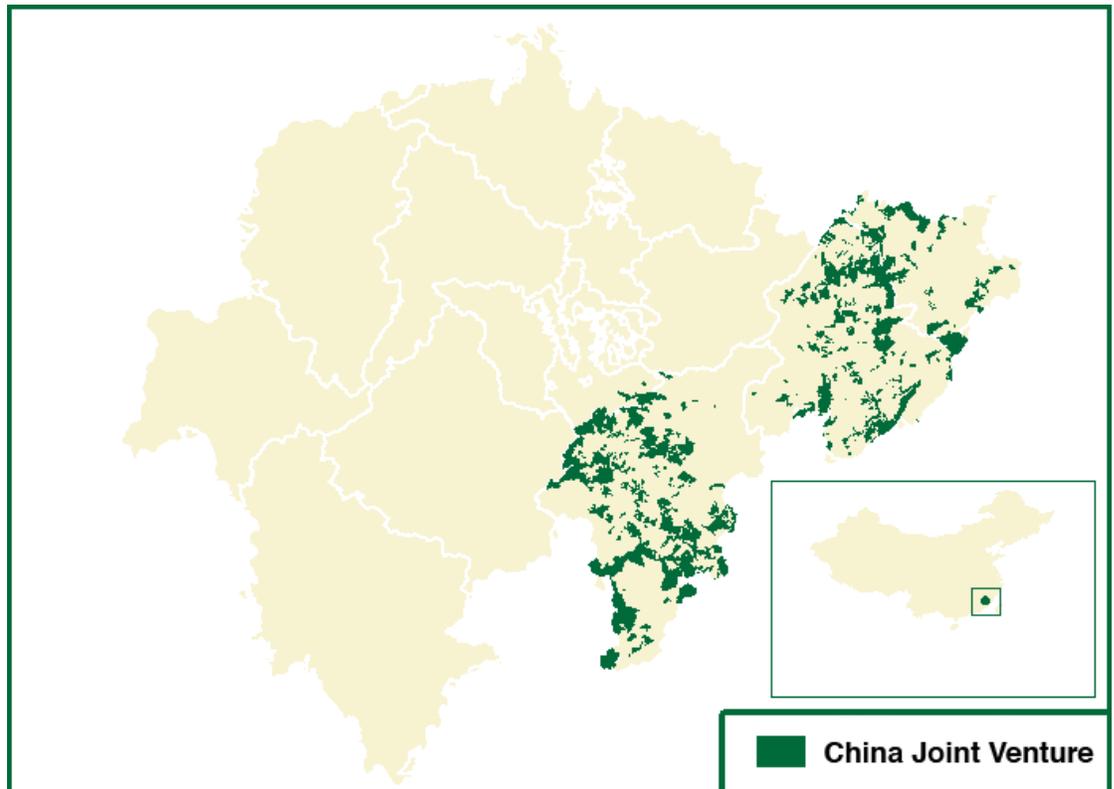
We manage 325,580 acres of land in Uruguay, where we planted trees on grasslands that were primarily used for cattle grazing. A portion of this acreage is certified to the Forest Stewardship Council South American plantation standard. The remainder is managed to the requirements of our internal sustainable forestry policy. 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 (PEFC).



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## TIMBERLANDS IN CHINA

The 43,980 acres of land we own and manage in China is managed to the requirements of our internal sustainable forestry policy and we are in the process of developing plans for forest certification.



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## ECOSYSTEM SERVICES

We manage 20.3 million acres of timberland in the U.S., Canada, Uruguay and China. As part of our 2020 sustainability goal to maintain or enhance the ecosystem services provided by our timberlands, and to help us and our stakeholders understand the full range of values our timberlands offer, we developed a plan to measure and report against a comprehensive set of 18 ecosystem services our forests provide. We adopted the terminology used by the Millennium Ecosystem

Assessment (MEA)<sup>1</sup>, which separates ecosystem services into four categories: [provisioning services](#), [regulating services](#), [supporting services](#) and [cultural services](#). Each of these describes different types of benefits nature provides to people.

We started with the belief that our practices maintain or improve the ecosystem services associated with our managed forests. We brainstormed a list of ecosystem services designed to test that hypothesis. We then categorized them according to the four MEA services. We searched for relevant indicators using published literature and ecosystem service reports and tools, with the caveat that the reporting unit had to be readily available (e.g., either publically available or already collected internally) and not proprietary in the reported form. The process was a collaborative effort among our scientists, operating managers and staff and was supported by all levels of the company.

These services will be measured and reported annually, beginning in 2013, allowing us to gain valuable insight into the benefits provided by our lands. Some of these services already produce products and services with market value; some may provide opportunities for additional revenue or marketing potential; and some, although not measurable in dollars, will illustrate the range of values that accompany our managed forests. In all three cases, collecting and tracking this information should also help us translate these benefits into value for our customers, communities and other interested stakeholders.

### PROVISIONING

These services, often described as ecosystem goods, represent the tangible benefits provided by an ecosystem. Many of these services are relatively easy to quantify because they have a market value.



Ecosystem Service	Scale	Reporting Unit
Fiber - roundwood harvested	All Weyerhaeuser timberlands	Volume (m <sup>3</sup> )
Food - mushrooms/berries	US West	# of permits
Greenery	US West	# of permits Tons sold for noble fir boughs
Livestock - grazing	Uruguay and Canada	Animal unit months (AUM)
Honey production	Uruguay and US West	# bee box (hive) leases
Biochemical - wood extractives	US South and Uruguay	Potential tons of soap Potential gallons of turpentine Lbs harvested of turpentine (traditional method)
Fur production	Canada	# permits/tenure
Genetic resources (tree improvement)	All Weyerhaeuser timberlands	# seedlings planted

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### REGULATORY

These services represent the ecosystem processes that are needed to maintain human health and infrastructure. This category is often

more difficult to quantify because the processes are intangible and are mostly considered public goods.

Ecosystem Service	Scale	Reporting Unit
Water regulation	All Weyerhaeuser timberlands	Percent harvested area planted within 2 yrs; Riparian area protected per unit of perennial stream length (m <sup>2</sup> / m)
Fire resistance	All Weyerhaeuser timberlands	Acres burned (not including prescribed burns)

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## SUPPORTING

These are the services that enable the other categories to work, and they include such things as soil formation, nutrient cycling, primary production and water cycling. Habitat provision can also be categorized under supporting services because habitat supports biodiversity, which is an indicator of the functionality of an ecosystem and the other ecosystem services.<sup>2</sup> A supporting service can also be described as an ecosystem process.<sup>3</sup>

Ecosystem Service	Scale	Reporting Unit
Habitat - protected	All Weyerhaeuser timberlands	Acres, including biotopes, riparian buffers, and wetland mitigation banks
Habitat - managed	US and Canada	Acres of early-successional habitat Acres of mid-successional habitat
Formal Habitat Management Zones	US and Canada	Acres
Habitat - fish habitat/aquatics	US West	# stream crossings/culverts upgraded (cumulative)
Soil productivity	All Weyerhaeuser timberlands	Annual update of information from soil productivity research

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## CULTURAL

This category of ecosystem services is intended to convey intangible values people derive from ecosystems.

Ecosystem Service	Scale	Reporting Unit
Hunting	US South and US West	# people in hunt clubs # of permits in game management units
Special sites	All Weyerhaeuser timberlands	# special sites
Education (school tours/groups)	US and Uruguay	# of visitors

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## ADDITIONAL SERVICES

We identified some services that do not lend themselves to annual data collection and reporting. These "snapshot" services are excluded from the annual data collection because we have only qualitative information, the reporting unit is not sufficiently precise, or the service has been recently discontinued. Nevertheless, these services are important reflections of the value provided by Weyerhaeuser timberlands, and will lend themselves to fuller description in the future, if not annual tracking.

These additional services include the following:

- Oxygen Production
- Natural Pollination
- Genetic Resources/Germplasm preservation
- Biochemical
- Water Purification

## Pest Resistance

- Cultural- Sense of Place (grazing)
- Cultural- Sense of Place (first nation hunting grounds)

 SUSTAINABILITY IN ACTION**Biochemical Service: Taxol**

Many important life saving medicines are derived from forest resources. From 1989 to 2011, Weyerhaeuser developed and then produced *Taxus hicksii*, which we grew under intense cultivation in our nursery. *Taxus hicksii* is a species of yew with a naturally occurring molecule effective in cancer treatment. By growing taxus in our nursery, we could replace the destructive practice of stripping yew trees in the forest of their bark. During the life of the program our seedlings produced enough taxol to supply 2 million cancer treatment doses. Pharmaceutical manufacturers are now transitioning to a semi-synthetic drug that uses a different species, but given Weyerhaeuser's expertise in seedling production and forest management, we will look for opportunities to provide other biochemical provisioning services in the future.

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1. Called for in 2000 by the UN Secretary General in partnership with UN agencies, conventions, business, non-governmental organization with a multi-stakeholder board of directions, the Millennium Ecosystem Assessment represents the largest assessment of the health of the Earth's ecosystems to date. It was published in 2005 and was prepared by 1360 experts from 95 countries.
2. Some authors categorize biodiversity as an element of biophysical supply rather than an ecosystem service. See Tallis, Heather and Stephen Polasky. 2009. *Mapping and Valuing Ecosystem Services as an Approach for Conservation and Natural-Resource Management*. *Annals of the New York Academy of Sciences* 1162: 265–283.
3. Brown, Thomas C., John C. Bergstrom and John B. Loomis. 2007. *Defining, Valuing, and Providing Ecosystem Goods and Services*. *Natural Resources Journal* 47: 229-376.

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## THREATENED AND ENDANGERED SPECIES

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

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

[Formal Habitat Conservation Plans](#)
[Sustainability in Action: Owl Be Back](#)
[Sustainability in Action: Return of the Red Wolf](#)
[Additional Actions We Take](#)


### FORMAL HABITAT CONSERVATION PLANS

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

#### NORTHERN SPOTTED OWL IN OREGON AND WASHINGTON

On our 211,594-acre tree farm near Coos Bay, Oregon, we manage our forests in planned patterns of reserves and harvest areas to enable owls to disperse—that is, move from one location to another. This complements areas protected for owl nesting and feeding on adjacent publicly owned forests. In Washington and the remainder of our ownership in Oregon, we manage forests to protect spotted owls, but not under a formal habitat conservation plan.

### SUSTAINABILITY IN ACTION

#### Owl be back: Habitat Conservation Plan offers hope to northern spotted owls in Southwest Oregon

Seventeen years after its creation, Weyerhaeuser's first habitat conservation plan, created to help recover spotted owls in Oregon, is working even better than expected. Forests of the Coos Bay Tree Farm managed by Weyerhaeuser under the plan now provide both logs and owl habitat. Spotted owl populations in this region appear to be holding their own.

That's significant, given the owl's long-precarious perch on the Endangered Species Act threatened species list. Listed as threatened in 1990, the bird became a symbol of a controversy that was frequently oversimplified as owls versus loggers. In 1995, Weyerhaeuser worked with federal agencies to create a 50-year HCP to manage our Coos Bay, Ore., forestlands for spotted owl habitat as well as timber harvest. In effect, the plan granted Weyerhaeuser a 50-year harvest permit — if we could make room for spotted owls too.

One key to the plan's success was the creation of dispersal habitat — forested areas that might not have the older trees or structural characteristics that encourage spotted owls to nest, but provide cover and foraging opportunities for juvenile birds as they travel to the stands they prefer. Forty percent of the 209,000 acres in the HCP must provide dispersal habitat by 2015, with that percentage maintained



through 2045. Company foresters, particularly Coos Bay resource planner Stuart Stein, have been working toward that goal.

"By maintaining dispersal habitat, we're providing the birds with stepping stones," says Stein, "and those areas must meet specific requirements to qualify. They must be at least 70 percent conifers, at least 70 feet tall, at least 10 inches in diameter, and so forth. My objective is to make sure every acre we plant is — over time — capable of meeting those conditions. It takes a very robust inventory system, careful planning, and everyone on the team focused on the target."

Current projections indicate the company will exceed the 40 percent target. And a collaborative database of owl observations, many of them collected through surveys overseen by Weyerhaeuser wildlife biologist Mike Rochelle, shows that the birds are using the dispersal areas as they're intended.

"Even though the HCP puts a focus on dispersal habitat, we've consistently observed spotted owls successfully nesting, foraging and reproducing at levels comparable to those in 1990," says Kevin Godbout, director of external and regulatory affairs for Western Timberlands. "We're not only growing more dispersal habitat, but we also continue to produce juveniles, which was unexpected and has been a bonus in assisting in spotted owl recovery."

Spotted owl populations in the northern portion of their range are declining, largely due to stiff competition from invading barred owls. Barred owls are appearing near Coos Bay, too, but Godbout says, "The climatic conditions and available food resources in the southern part of the spotted owl's range are more favorable for survival, so we're hoping that over time we'll attain more of a balance between the two competitor species."

### AMERICAN BURYING BEETLE IN OKLAHOMA AND ARKANSAS

Our forests provide habitat used by these beetles, and under our plan, we adjust our practices on 31,534 acres to conserve them by limiting the acres harvested and minimizing soil disturbance.

### THE RED HILLS SALAMANDER IN ALABAMA

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

### RED-COCKADED WOODPECKER IN LOUISIANA AND NORTH CAROLINA

In North Carolina, these woodpeckers nest on or near Weyerhaeuser land. Our forests provide foraging habitat and cavity trees, protected from harvest. In North Carolina, we work with federal agencies through a memorandum of understanding.

In Louisiana, Weyerhaeuser has a [Safe Harbor Agreement with the Louisiana Department of Wildlife and Fisheries](#), in partnership with the U.S. Fish and Wildlife Service. As part of this agreement, the Company agrees to maintain a baseline population of red-cockaded woodpeckers on Company-owned lands; this includes habitat management to maintain required forest conditions for this species.

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## SUSTAINABILITY IN ACTION

### Return of the red wolf

In April 2010, five pups were born to a pair of radio-collared red wolves known as the Weyerhaeuser Pack. Born on company timberlands in Hyde County, N.C., the littermates are descendants of the last 14 pure red wolves plucked from dwindling habitat in the 1970s by U.S. Fish and Wildlife Service biologists.

One of only three wolf species in the world, the red wolf, intermediate in size and appearance between the more familiar coyote and the gray wolf, once roamed throughout the central and southeastern United States. But by the mid-20th century, the lean and lanky animals were looking down the barrel of extinction due to habitat loss and predator-control programs. The USFWS was legally obligated to intervene.

Not unlike sustainably managing timberlands, restoring populations of critically endangered species is a long-term proposition. Starting with a captive-breeding program, the ultimate goal was to return the red wolf — one of the first mammals listed under the Endangered Species Act — to its natural habitat and help build at least three self-sustaining populations.

From those 14 founding members, the first litter was born in captivity in 1977. Ten years later, after ongoing success in captive breeding, four pairs of the wolves were outfitted with radio collars and released into the Alligator River National Wildlife Refuge in northeastern North Carolina. A year after the reintroduction, the first wild pups were born.

Today, 29 identified packs (a pack is generally one or two adults and offspring) occupy the Red Wolf Recovery Area, which



encompasses 1.7 million acres of public and private land — including Weyerhaeuser timberlands — in five North Carolina counties. There are more than 100 red wolves in the wild, with approximately 160 in captive-breeding facilities.

The wolves' dispersal from their original site in the refuge was inevitable, and in the mid-'90s, Weyerhaeuser granted the USFWS access to its land to aid in monitoring the animals, says Dr. Jessica Homyack, a wildlife scientist on Weyerhaeuser's Southern environmental research and development team.

In 2009, a formalized agreement was established between the two organizations, and now four university red-wolf research projects are taking place on Weyerhaeuser lands. Homyack manages those relationships along with her other responsibilities, which include conducting research on wildlife populations and assisting Weyerhaeuser in maintaining environmental responsibilities.

"Having the wolves, especially a breeding pair, on our land is definitely positive for the company and for the wolves," says Homyack. "It confirms that managed forests can provide important habitat for many species, including those that are threatened or endangered."

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## ADDITIONAL ACTIONS WE TAKE

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

### SALMON IN WASHINGTON AND OREGON

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

### NEOTROPICAL MIGRANTS AND OTHER SONGBIRDS IN THE SOUTHERN UNITED STATES

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

### MOUNTAIN WOODLAND CARIBOU IN ALBERTA

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

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**RESEARCH AND PARTNERSHIPS**

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

**RESEARCH SPENDING**

In 2011, we spent \$21.5 million on forestry research done by our own scientists and those at universities and other research organizations. Topics included forest health and productivity, water quality, fish and wildlife, landscape management and biodiversity.

**RESEARCH PARTNERSHIPS**

- [Feasibility of producing jet biofuel from woody feedstocks](#) ▼
- [Managing migratory bird habitats](#) ▼
- [Fostering conservation and sustainable management of biological diversity in managed forests](#) ▼
- [Studying the effects of forestry on the Trask River Watershed](#) ▼
- [Field testing a habitat-based approach for addressing at-risk biodiversity conservation on commercial forestlands](#) ▼
- [Studying the effects of afforestation on hydrology and drainage water quality](#) ▼

**FEASIBILITY OF PRODUCING JET BIOFUEL FROM WOODY FEEDSTOCKS**

We are a participant in a portion of the [Northwest Advanced Renewables Alliance](#) (NARA) consortium, led by Washington State University (WSU), to study the feasibility of producing jet biofuel from woody feedstocks in the Pacific Northwest. The WSU-led project is one of two five-year, \$40 million grants awarded by the USDA.

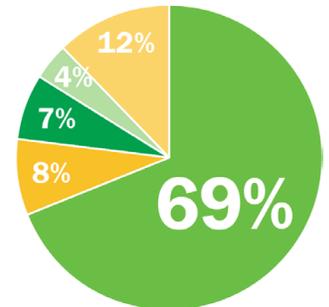
The WSU-led grant aims to address the urgent national need for a domestic biofuel alternative for U.S. commercial and military air fleets. NARA researchers envision developing a new, viable, aviation fuel industry using wood and wood waste in the Pacific Northwest, where forests cover almost half of the region. The project also will focus on increasing the profitability of wood-based fuels through development of high value, bio-based co-products to replace petrochemicals used in products such as plastics.

As a subcontractor to the WSU-led grant, we will focus on three areas:

- Determining the feasibility of sustainable production of woody feedstocks for use in biofuel and value-added products;
- Understanding how to more cost effectively collect currently under utilized harvest material; and
- Exploring ways to convert woody biomass lignin components into value added bio products.

As part of our involvement, we will establish a new research site near Springfield, Oregon to better understand the effect of forest management practices on soil, water and wildlife. The site is intended to provide information on the effect of biomass removal, compaction and fertilization on soil, water and wildlife. We will also work with collaborators to understand how to develop more cost effective ways to collect currently under-utilized harvest residuals for emerging bio fuel and bio-product applications. We will study ways to create high value bio products from residual lignin, the second most abundant polymer in nature.

**2011 FORESTRY RESEARCH SPENDING**



- Forest health and productivity
- Water quality
- Fish and wildlife
- Ecosystems and biodiversity
- Other

**\$21.5**

Million dollars spent on forestry research in 2011



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**MANAGING MIGRATORY BIRD HABITATS**

In partnership with Ducks Unlimited Canada, we are engaged in a five-year, \$2.5 million (CA\$1.25 million per partner) conservation project that will provide science-based information to help manage migratory bird habitats in all three of our Alberta forest management areas. The partnership will focus on conserving boreal wetland systems, including riparian areas. These watersheds of the western boreal forest are vital to northern communities and provide unparalleled economic, environmental and social benefits to all

Canadians.

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

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



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## FOSTERING CONSERVATION AND SUSTAINABLE MANAGEMENT OF BIOLOGICAL DIVERSITY IN MANAGED FORESTS

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

The Conservancy considers Oregon's Willamette Valley to be one of eight critically endangered ecoregions in the United States. Less than 1.5 percent of the valley is protected and managed for biological diversity. We contributed \$90,000 to support the Conservancy's ongoing efforts to address these gaps. Also in Oregon, we have agreements with The Nature Conservancy to manage three conservation easements on our land, totaling 229 acres. The company consults on management of an additional 638 acres to help protect unique ecological sites. One of the unique sites being protected has populations of Kincaid lupine, a plant that is habitat for the rare Fender's blue butterfly. Another example is a coastal bog that provides many ecological functions. In 2004 and 2005, the Weyerhaeuser Company Foundation donated a total of \$100,000 to The Nature Conservancy to assist in the conservancy's site management.

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

The Old Cove area is located in a 12,000-acre forested landscape that includes the headwaters of three rivers, the ecologically unique Shelton Mountain, Old Cove, and Magnolia cove, and at least 12 rare or little-known invertebrate species. The 350-acre Old Cove area is inside a large working forest used to produce timber for lumber and other forest products. Several rare plant species have been documented there, including Maple Leaf Viburnum, Star Vine and Yellow Lady's Slippers. A cooperative study between The Nature Conservancy, Mississippi State University, and us was recently completed and final results relative to the biodiversity value of the Old Cove landscape including plantation stands, riparian areas, and the ecologically unique areas will soon be available. Researchers documented 21 species of reptiles and amphibians and 48 species of birds with species contributions from all forest types. Data from an initial rare plant survey further documented a number of rare plant species.



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## STUDYING THE EFFECTS OF FORESTRY ON THE TRASK RIVER WATERSHED

Along 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 [Trask River Watershed](#). This study involves the close cooperation of scientists, land-use managers and planners in design and implementation of watershed treatments. The two main objectives of the study are to determine:

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

The Trask River Watershed Study (North-Coast) is part of a research cooperative including two other watershed studies in Oregon - Hinkle Creek (Cascades) and Alesa Revisited (Mid-Coast). The three studies include research projects that both complement each other by using similar designs and methods, and that differ according to the objectives of the study area. The Trask River Watershed study uses a replicated, paired watershed approach to examine the effects of public and private forestland harvest practice at two spatial scales: at the local small stream scale and downstream on fish-bearing streams. The Trask Watershed Study, along with the other research cooperative studies, will provide important information on the effects of contemporary forest practices on aquatic ecosystems under different landowner management objectives. Further, the integrated, multi-disciplinary approach to the research allows for greater understanding of complex physical, chemical and biological responses to management.



Photo credit: John Heffner



Photo credit: Sherri Johnson, Research Ecologist, US Forest Service, PNW Research Station

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## FIELD TESTING A HABITAT-BASED APPROACH FOR ADDRESSING AT-RISK BIODIVERSITY CONSERVATION ON COMMERCIAL FORESTLANDS

In 2010, we collaborated on a pilot project with NatureServe and state Natural Heritage programs, the National Council for Air and Stream Improvement, and the Sustainable Forestry Initiative certification program to document habitat associations for at-risk biodiversity areas in the U.S. Through this pilot project, it was determined that if these habitat associations could be reliably discerned in the field or from existing maps and other information sources (e.g., remote sensing, forest inventory systems), it would enhance the ability to efficiently apply standards for conserving at-risk biodiversity.

If successfully validated, a habitat-based approach to conserving at-risk species and communities would allow foresters and landowners to more easily identify where at-risk biodiversity is most or least likely to occur on lands they manage; focus new survey effort more efficiently to determine whether the modeled habitat contains occurrences of the target species/communities; focus conservation efforts on selected habitat types or habitat attributes; and supply foresters and landowners with regionally appropriate information for field identification and compatible management practices.

Phase 2 of the project is now underway and will provide:

- Reports 1) listing forestry practices which have been used at these sites, and characterizing the extent to which past and current forest stewardship practices may be compatible with the presence of target at-risk plant species and 2) describing a generalized process that can be used elsewhere in North America to apply a habitat-based approach to conserving at-risk species / communities.
- A refined database developed in 2010 for three pilot areas describing habitat relationships of at-risk species / communities.
- A sample educational brochure for one or more of the habitat types describing at-risk species and communities of interest, the primary indicators for their recognition, and conservation and management practices that currently address these species and communities.



Photo credit: NatureServe file photo

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## STUDYING THE EFFECTS OF AFFORESTATION ON HYDROLOGY AND DRAINAGE WATER QUALITY

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

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



Specific objectives of this project are:

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

[Learn more about this project.](#)

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## RELATED LINKS

[Learn more about responsible forest management in this technical symposium hosted by the Society of American Foresters](#)

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## BOREAL FOREST MANAGEMENT

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

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

- [Managing Canada's Boreal Forest is a Public Affair](#) ▼
- [Fire is a Dominant Force in the Boreal Forest](#) ▼
- [We Harvest Less than One Percent](#) ▼
- [Wildlife are Considered in Forestry Planning](#) ▼
- [Joining Forces to Conserve Boreal Wetlands](#) ▼



### MANAGING CANADA'S BOREAL FOREST IS A PUBLIC AFFAIR

Most of Canada's forests are publicly owned. We license forest land from provincial governments for renewable terms of 20 to 25 years. As of January 2012, we hold licenses to roughly 13.9 million acres (5.6 million hectares) of forestland in Canada. About 7.1 million acres (2.88 million hectares) is within the boreal forest. Although Canadian provinces are ultimately responsible for land-use decisions and the management of the boreal forest, in reality, both industry and governments work together to develop forest management plans. Forest research is another area where governments and industry work together to improve and better understand the boreal forest, and in many areas the hands-on management of forests is carried out by companies such as Weyerhaeuser. Provincially approved forest management plans are prepared in consultation with others, including aboriginal and local communities, tourist outfitters, trappers, anglers and hunters, as well as other industries such as oil, gas and mining. Forest management plans represent the balancing of multiple objectives, including sustainable forest management, economic benefits and ecological values.

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

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### FIRE IS A DOMINANT FORCE IN THE BOREAL FOREST

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

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

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### WE HARVEST LESS THAN ONE PERCENT

Our 2011 harvest in the boreal forest was 0.2 percent of the forest area we manage. We strive to harvest in a way that emulates natural disturbances such as fire. For example, we leave variable edges and clumps of trees in harvested areas. We also leave buffer strips of trees along scenic routes and streams, lakes, other water bodies and other ecologically sensitive areas.

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

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## WILDLIFE ARE CONSIDERED IN FORESTRY PLANNING

As a result of continued natural disturbance in the boreal forest, most bird and animal species are adapted to change. Different animals are adapted to different habitat types. Some species move out of an area after fire or harvest, while others—preferring open areas and young plant growth—move in. Wolves, grizzly bear, moose and elk are examples of animals that prefer forest clearings and shrub-covered areas.

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

Grizzly bear are another threatened species in Alberta. Since 2002, we have supported research into their habitat, determination of population numbers and impact of mountain pine beetle on their range.

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## JOINING FORCES TO CONSERVE BOREAL WETLANDS

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

We are a longtime member of FPAC; have operations in Alberta, Saskatchewan and Ontario that are in the boreal forest; and adhere to some of the highest forest practice standards in the world. We support the aim of balancing the economic, social and environmental aspects of the forest and are one of the forest products companies that have agreed to sign the agreement.

The CBFA is designed to achieve six strategic goals:

- World-leading on-the-ground sustainable forest management practices based on the principles of ecosystem-based management, active adaptive management, and third-party verification
- The completion of a network of protected areas that, taken as a whole, represent the diversity of ecosystems within the boreal region and serve as an ecological benchmark
- The recovery of species at risk within the boreal forests, including caribou
- Reducing greenhouse gas emissions over the full life cycle from the forest to the end of product life
- Improved prosperity of the Canadian forest sector and the communities that depend upon it
- Recognition by the marketplace (e.g., customers, investors and consumers) of the CBFA and its implementation in ways that demonstrably benefit FPAC members and their products from the boreal

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

For several years, we have also been working alone and with partners such as Ducks Unlimited Canada to support habitat and wildlife conservation efforts. In 2006, Ducks Unlimited Canada and we agreed to jointly fund and conduct research focused on waterfowl and wetland bird habitat on the lands we manage in Alberta.

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

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## SPECIAL SITES

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

On our land in the United States, we locate and protect imperiled species and natural communities. We preserve selected sites, often partnering with government agencies and conservation groups through conservation agreements and other means. In Washington state alone, as of 2010, we have contributed more than 100,000 acres to conservation initiatives through land exchanges, sales, donations and conservation easements.

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

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

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

### RELATED LINKS

- [Learn more about our research and partnerships.](#)
- [Find out more about the woodland caribou in Alberta, Canada](#)
- [Learn more about forestry certification standards](#)



# 100,000

Acres contributed to conservation initiatives in Washington as of 2010

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## DECEMBER 2007 STORMS

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

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

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

Key findings include:

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

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

### RELATED LINKS

- [Read the storm report by our hydrologist](#)
- [Learn more about our donation to support storm relief and rebuilding efforts](#)
- [Read more about published landslide research](#)

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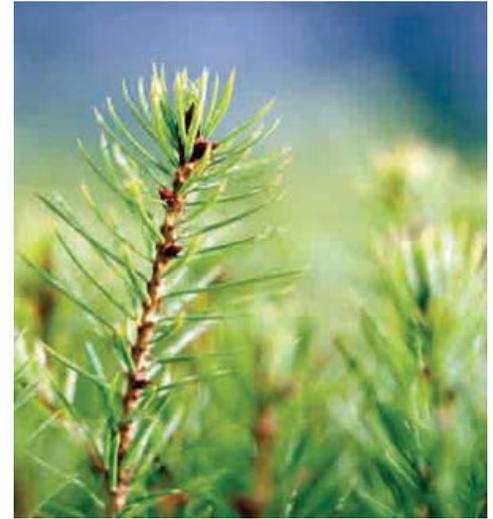
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## GENETIC ENGINEERING

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 as well as purchase seedlings from others. We also use varietal seedlings, often referred to as clones. These varietal seedlings have genes that are all from the natural population of the species. Use of varietal seedlings is commonplace in the Southern Hemisphere and is increasing in the U.S.

We do not grow genetically engineered trees. Genetically engineered plants are regulated by law, and no genetically engineered forest tree has been approved for commercial use in our supply chain. 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.



### RELATED LINKS

[Read the Conference of the Parties to the Convention on Biological Diversity decision on forest biodiversity.](#)

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## WHAT IS CERTIFICATION?

[Types of Standards](#)
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### TYPES OF STANDARDS

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

The first type is unique to forestry and specifies particular environmental practices, such as prompt reforestation of logged areas and protection of streams and wildlife habitat. Three forestry standards are specific to North America:

- [American Tree Farm System \(ATFS\)](#)
- [Canadian Standards Association \(CSA Z809\) Sustainable Forest Management standard](#)
- [Sustainable Forestry Initiative® \(SFI®\) standard](#)

There are also two international "umbrella" programs:

- [The Forest Stewardship Council](#), an international standard with regional variations. The FSC standard originally was developed for tropical areas where effective governmental regulations of forestry practices did not exist. FSC standards in North America (although not in some other regions) generally discourage some silvicultural practices that are important to intensive, commercial forest management.
- [The Programme for the Endorsement of Forest Certification](#), an international umbrella organization for the assessment and recognition of national forest certification standards. It now endorses over 30 sustainable forest management standards (including SFI, CSA and ATFS), which account for more than 570 million acres of certified forestland. Globally, two-thirds of all certified forests are certified to PEFC.

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

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### SUSTAINABLE FOREST MANAGEMENT STANDARDS

In the 1990s, concern over forest conservation prompted the establishment of several different sustainable forest management standards. The differences between these standards were, and to some extent still are, a function of their origins. They were founded by different interests and tailored to national differences in government regulation.

Over time, however, business realities and societal expectations have narrowed the differences. Many [independent observers](#) now believe that all of the major certification systems are credible standards for sustainable forestry. All have third-party certification procedures that validate a participant's compliance with the requirements in the standards.

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

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

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

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

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



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## WHY WEYERHAEUSER CHOSE SFI®

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

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

## WHAT INDEPENDENT OBSERVERS THINK OF THE STANDARDS

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

- The Central Point of Expertise on Timber, which is the United Kingdom's government agency that assesses forest certification systems, determined that SFI, CSA, PEFC and FSC fully meet the agency's criteria for evidence of legal and sustainable sources of forest products.
- In 2010, Dovetail Partners, Inc released a [report](#) wherein they concluded, among other things that "Significant changes have occurred within the major certification programs in recent years, and, . . . it is increasingly difficult to differentiate between certification systems in North America."
- In 2008, the Canadian Council of Forest Ministers issued a statement on forest certification standards in Canada saying: "The forest management standards of the Canadian Standards Association, the Forest Stewardship Council, and the Sustainable Forestry Initiative are all used in Canada. Governments in Canada accept that these standards demonstrate, and promote the sustainability of forest management practices in Canada." Governments in Canada accept that these standards encourage the use of wood or wood products certified to a credible third-party sustainable forest certification program, including SFI.
- The U.S. General Services Administration Solicitation for Offers requirement (Section 7.4) encourages the use of certified wood for all new installations of wood products, and references FSC United States and SFI for more information.
- Public Works and Government Services Canada requires all wood products used in its building projects to be certified under one of the three certification programs that operate in Canada: SFI, the Canadian Standards Association or the Forest Stewardship Council. The department believes all three programs effectively promote more sustainable management of Canada's forest resources.
- Terrachoice Environmental Marketing lists the SFI label as a credible eco-label in its 2010 Seven Sins of Greenwashing. You can read the report [here](#).

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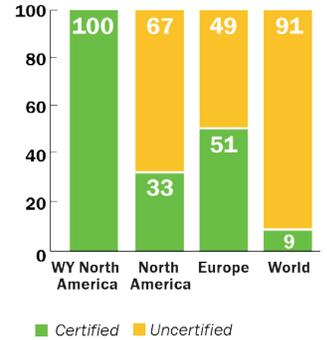
All our timberland operations have environmental management systems that are aligned with the ISO 14001 standard.

In addition:

- All our North American timberlands have been independently certified as meeting the requirements of the Sustainable Forestry Initiative® (SFI) standard.
- We certified part of the [land we manage in Uruguay](#) to the FSC South American plantation standard and the Uruguayan sustainable forestry standard (UNIT). The remainder is managed to the requirements of our internal sustainable forestry policy, which ensures that all Weyerhaeuser-managed forestlands are managed to a consistently high level of stewardship. We 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 (PEFC).
- Land we own in China is managed to the requirements of our internal [sustainable forestry policy](#) and we are currently developing plans for forest certification.

## WEYERHAEUSER EXCEEDS THE NORTH AMERICAN AND GLOBAL AVERAGES FOR CERTIFIED FORESTS

Certified forest as a percentage of total forests by region<sup>1</sup>



<sup>1</sup> UNECE/FAO Forest Products Annual Market Review, 2010-2011

## TIMBERLANDS CERTIFICATIONS

Canada	Province	Sustainable Forestry Initiative (SFI)
Land under long-term license	Alberta	2.1 million hectares (5.3 million acres)
	British Columbia	0.4 million hectares (1.0 million acres)
	Ontario	1.0 million hectares (2.6 million acres)
	Saskatchewan	2.0 million hectares (5.0 million acres)
	<b>Total land certified</b>	<b>5.5 million hectares (13.9 million acres)</b>
		<b>Total percent certified: 100%</b>
United States	State	Sustainable Forestry Initiative (SFI)
Land owned or under long-term lease	Alabama	0.56 million acres (0.23 million hectares)
	Arkansas	0.59 million acres (0.24 million hectares)
	Louisiana	1.02 million acres (0.41 million hectares)
	Mississippi	0.80 million acres (0.32 million hectares)
	North Carolina	0.54 million acres (0.22 million hectares)
	Oklahoma/Texas	0.55 million acres (0.22 million hectares)
	Oregon	0.94 million acres (0.38 million hectares)
	Washington	1.02 million acres (0.41 million hectares)
<b>Total land certified</b>	<b>6.0 million acres (2.43 million hectares)</b>	
		<b>Total percent certified: 100%</b>
International	Country	Forest Stewardship Council (FSC) and/or Programme for the Endorsement of Forest Certification (PEFC)
Land, including joint ventures, owned or under long-term lease	Uruguay	0.15 million acres (0.06 million hectares)
	<b>Total acres certified</b>	<b>0.15 million acres (0.06 million hectares)</b>
		<b>Total percent certified: 41%</b>

<b>All timberlands</b> Land (including joint ventures), owned, licensed or leased by Weyerhaeuser	Total acres certified	20.0 million acres (8.1 million hectares)
	<b>Total percent certified timberlands worldwide</b>	<b>98.9%</b>

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## MANUFACTURING

All our mills in the United States that use logs or wood chips as their raw material are independently certified as meeting the SFI Certified Sourcing Standard. This includes all our primary facilities, which use logs or chips to produce pulp, paper, lumber, plywood and oriented strand board.

All our secondary manufacturing plants also meet the SFI Certified Sourcing Standard. Secondary mills use primary wood products such as lumber and veneer as their raw material. These certified product lines include TJI® Joists, Trus Joist® Parallam® PSL, Trus Joist® Microllam LVL, and TJI® Shear Brace.

All our manufacturing facilities have [environmental management systems](#) aligned with the ISO 14001 standard.

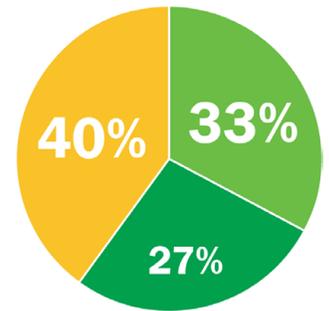
[Chain of Custody](#)  
[What Certification of our Procurement Systems Says About our Products](#)

### CHAIN-OF-CUSTODY

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

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

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



■ Certified from Weyerhaeuser forests  
■ Certified from other forests  
■ Not certified

Brazil	Product certification standard
Posta da Mata, Bahia, Brazil, Hardwood lumber	Cerflor, PEFC and FSC Chain of Custody FSC Controlled Wood
Canada	Product certification standard
Drayton Valley, AB, softwood lumber mill	SFI Certified Sourcing SFI/PEFC Chain of Custody
Edson, AB, Structurwood mill	SFI Certified Sourcing SFI/PEFC Chain of Custody
Grand Prairie, AB, softwood lumber mill	SFI Certified Sourcing SFI/PEFC Chain of Custody
Grand Prairie, AB, pulp mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Hudson Bay, SK, Structurwood (oriented strand board) mill	SFI Certified Sourcing SFI/PEFC Chain of Custody
Kenora, ON, engineered lumber mill	SFI Certified Sourcing SFI/PEFC Chain of Custody
Princeton, BC, softwood lumber mill	SFI Certified Sourcing SFI/PEFC Chain of Custody
Vancouver, BC, Parallam®	SFI Certified Sourcing
United States	Product certification standard
Arcadia, LA, Structurwood (oriented strand board) mill	SFI Certified Sourcing
Boise, ID, TJI® Shear Brace	SFI Certified Sourcing
Bruce, MS, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Buckhannon, WV, Microllam® and Parallam® (engineered lumber) mill	SFI Certified Sourcing
Columbus, MS, cellulose fibers mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody

	FSC Controlled Wood
Columbus, MS, modified fibers mill	SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Cottage Grove, OR, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Dierks, AR, softwood lumber mill	SFI Certified Sourcing
Dodson, LA, softwood lumber mill	SFI Certified Sourcing
Elkin, NC, Structurwood (oriented strand board) mill	SFI Certified Sourcing
Emerson, AR, plywood mill	SFI Certified Sourcing
Eugene, OR, TJI® Joists	SFI Certified Sourcing
Foster, OR, veneer mill	SFI Certified Sourcing
Greenville, NC, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Grayling, MI, Structurwood (oriented strand board) mill	SFI Certified Sourcing
Holden, LA, softwood lumber mill	SFI Certified Sourcing
Idabel, OK, softwood lumber mill	SFI Certified Sourcing
Longview, WA, log export	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Longview, WA, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Longview, WA, newsprint (NORPAC)	SFI Certified Sourcing SFI/FSC Chain of Custody FSC Controlled Wood
Longview, WA, pulp & liquid packaging mill	SFI Certified Sourcing SFI/FSC Chain of Custody FSC Controlled Wood
McComb, MS, softwood lumber mill	SFI Certified Sourcing
Millport, AL, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Natchitoches, LA, TJI® Joists	SFI Certified Sourcing
New Bern, NC, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
New Bern, NC, pulp mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Oglethorpe (Flint River), GA, pulp mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Olympia, WA, log export	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Philadelphia, MS, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Plymouth, NC, softwood lumber mill	SFI Certified Sourcing
Port Wentworth, GA, pulp mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Raymond, WA, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody

Sandersville, GA, contract chip mill	FSC Controlled Wood SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Santiam, OR, softwood lumber mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Sutton, WV, Structurwood (oriented strand board) mill	SFI Certified Sourcing
TOPS, Springfield, OR chip mill	SFI Certified Sourcing SFI/PEFC/FSC Chain of Custody FSC Controlled Wood
Zwolle, LA, softwood lumber and plywood mill	SFI Certified Sourcing
<b>Uruguay</b>	<b>Product Certification Standard</b>
Tacuarembó, Uruguay, plywood mill	PEFC/FSC Chain of Custody FSC Controlled Wood

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## WHAT CERTIFICATION OF OUR PROCUREMENT SYSTEMS SAYS ABOUT OUR PRODUCTS

- **We know the areas our wood comes from and the type of supplier.** Whether they are certified forests owned by major timberland owners, small family forests, sawmills that supply residual chips, wood dealers or provincial governments in Canada, we can identify the percentage and source of certified content in our products.
- **We use independent auditors.** Auditors of the SFI and PEFC standards must be accredited by the American National Standards Institute or the Standards Council of Canada. SFI Inc.'s 17-member multi-stakeholder board of directors comprises three chambers, representing environmental, economic and social interests equally, so it can meet the many needs of forests and communities. Board members include representatives of environmental, conservation, professional and academic groups, independent professional loggers, family forest owners, public officials, labor and the forest products industry. This diversity reflects the variety of interests in the forestry community. PEFC is a global umbrella organization for the assessment of recognition of national forest certification schemes developed in a multi-stakeholder process. All standards provide for public consultation.
- **The SFI standard, unique among certification systems, requires manufacturers to reach out to family forest owners and educate them about sustainable forestry.**
- **We require the use of best management practices by our log suppliers.** These practices, developed state by state, specify proper techniques for protecting watersheds and riparian areas.
- **We promote sustainable forestry practices among those owners who have not yet pursued certification.** In the United States, much of our fiber comes from family forest owners for whom formal certification is a major hurdle.
- **We require the use of professionally trained loggers.** In the U.S., 93 percent of our manufacturing facilities' raw material is harvested and delivered by professionally trained loggers.

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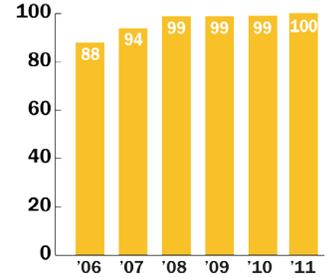
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We support labeling our products to help educate customers that their purchases come from responsibly managed sources. As of 2011, 100 percent of Weyerhaeuser-manufactured products are certified to sustainable forestry standards.

PRODUCT CERTIFICATION

Percentage of products certified manufactured at Weyerhaeuser's North American facilities



SUSTAINABLE FORESTRY PRODUCT CERTIFICATION AND LABELING

Label Type	Weyerhaeuser Facilities Authorized to Use
<b>Sustainable Forestry Initiative® Certified Sourcing Label</b>	<ul style="list-style-type: none"> <li>• All primary North American manufacturing facilities that make softwood lumber, plywood, oriented strand board, TimberStrand®, pulp and paper.</li> <li>• All secondary manufacturing facilities in North America that make Trus Joist® Microllam® LVL, TJI® Joists, TJI® Shear Brace and Trus Joist® Parallam® PSL.</li> </ul>
<b>Sustainable Forestry Initiative — Chain of Custody Label</b>	<ul style="list-style-type: none"> <li>• All Canadian manufacturing facilities that make lumber, plywood, oriented strand board, TimberStrand®, pulp and paper.</li> <li>• Longview/NORPAC, Washington, facilities that make newsprint, Hi-Brite mechanical grades, book publishing paper, wet-lap pulp and liquid packaging.</li> <li>• Cellulose fiber mills in Canada and the U.S. that make papergrade and absorbent pulp.</li> <li>• Softwood lumber mills and chip facilities in the U.S. that supply residual chips to our pulp, paper and liquid packaging facilities.</li> <li>• Log export facilities in the U.S.</li> </ul>
<b>Program for the Endorsement of Forest Certification (PEFC) Chain of Custody label</b>	<ul style="list-style-type: none"> <li>• All of our manufacturing facilities in Canada that make pulp, lumber, oriented strand board and Timberstrand®.</li> <li>• Cellulose fiber mills in the U.S. that make papergrade and absorbent pulp.</li> <li>• Softwood lumber mills and chip facilities in the U.S. that supply residual chips to our pulp, paper and liquid packaging facilities.</li> <li>• Log export facilities in the U.S.</li> </ul>
<b>Forest Stewardship Council - Chain of Custody Standard</b>	<ul style="list-style-type: none"> <li>• Weyerhaeuser Forestlands International, Tacuarembo, Uruguay, that makes plywood.</li> <li>• Softwood lumber mills and chip facilities in the U.S. that supply residual chips to our pulp, paper and liquid packaging facilities.</li> <li>• Log export facilities in the U.S.</li> <li>• Cellulose fiber mills in the U.S. and Canada that make papergrade and absorbent pulp.</li> </ul>

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## RESPONSIBLE FIBER SOURCING

Internationally accepted standards now allow stakeholders to judge whether a company is following responsible, sustainable forestry practices and effectively managing its environmental impacts. Weyerhaeuser supports the use of these standards, including having independent, external auditors verify a company's commitment to responsible sourcing. Our responsible fiber sourcing practices are guided by our [wood procurement policy](#) and implementation guidelines.

In 2011, we submitted our third report to the Forest Footprint Disclosure (FFD) Project, an investor-backed organization focused on helping companies minimize their effects on forests worldwide. In 2010 and 2011, we were named leader or joint sector leader in the Industrials Construction and Autos sector. In our third submission (results were announced in early 2012), we were placed in the Basic Materials sector and did not achieve leader status. However, the forest products industry was described as "the strongest performing sector within FFD 2011, as befits a long heritage of exposure to certified supply chains and mature third party sustainability standard setting." We are committed to continue participating in the FFD and will strive to regain our leadership status in future years.

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

### RELATED LINKS

[Learn more about our Supplier Code of Conduct](#)

["Read more about Sustainable Procurement of Wood and Paper-based Products: An Introduction", published by The World Business Council for Sustainable Development and the World Resources Institute](#)



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## RAW MATERIAL SOURCES

Almost 60 percent of the logs and wood chips we use in our U.S. and Canadian operations come from certified forests. In the U.S., the uncertified portion of our supply comes mainly from small, family-owned forests and, in Canada, mainly from publicly-owned forests not managed by Weyerhaeuser.

In 2011, our U.S. and Canadian manufacturing facilities that use logs and chips as their raw material consumed 9.7 million cunits of wood fiber. (One cunit equals 100 cubic feet of solid wood.)

### MATERIAL USE

Million cunits of logs or wood chips by our U.S. and Canadian facilities

	2007	2008	2009	2010	2011
<b>Volume of wood fiber used</b>	18.4	15.6	9.8	10.8	9.7
<b>Number of facilities</b>	76	60	56	48	48

1. Data reflects the actual portfolio of operating facilities for each year.



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## LACEY ACT

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

It is our longstanding policy to ensure we and our sources comply with all laws and do not cause or encourage destruction of forest areas at risk of loss from unsustainable practices. We will not knowingly purchase or use wood, wood fiber or products for distribution that originate from illegal logging. We distribute products from native tropical forests only if the suppliers are, or are on schedule to be, independently verified as selling or harvesting products legally and in compliance with our procurement standards.

To implement the Lacey Act amendments, our company and our subsidiaries implemented changes to our wood and wood-product purchasing agreements requiring certification of country of origin for products sourced outside of and imported into the United States.



### RELATED LINKS

[Wood Procurement Policy](#)

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## WOOD PROCUREMENT POLICY

It is Weyerhaeuser's policy to work to ensure we and our sources comply with the law and do not cause or encourage destruction of forest areas at risk of loss from unsustainable practices. These areas are identified in guidelines issued under this policy, and include remaining natural forest in biodiversity hotspots and major tropical wilderness areas.<sup>1</sup>

Within the regions in which we and our sources operate, Weyerhaeuser works with governments, environmental nongovernmental organizations, indigenous peoples and communities to identify and help protect forest areas that are priorities for conservation. In the United States and Canada, Weyerhaeuser also operates in conformance with the Sustainable Forestry Initiative® standard. When operations using the SFI standard are procuring externally sourced logs and chips for use in Weyerhaeuser manufacturing and chipping facilities or by Weyerhaeuser log customers, Weyerhaeuser will operate in compliance with SFI's procurement principles and objectives.

This policy applies to all Weyerhaeuser employees accountable for harvesting or purchasing wood-based raw materials for resale or for use in Weyerhaeuser mills, including logs, chips, pulp and veneer, and for purchasing products for distribution. The SFI procurement provisions apply to employees accountable for purchasing logs and chips in operations covered by the SFI standard.

Weyerhaeuser will not knowingly purchase wood, wood fiber, or products for distribution that originate from illegal logging.<sup>2</sup> Weyerhaeuser will also not harvest or purchase wood, wood fiber, or products for distribution from forest areas at risk of loss as described in guidelines issued under this standard, unless the sources have been independently certified or verified as well managed. Weyerhaeuser will exercise due care to ensure that its sources meet this standard, including the use of third-party certification and other credible and transparent safeguards in countries lacking effective laws against illegal logging. Weyerhaeuser may, at its discretion, continue to work with sources that demonstrate their ability to come into compliance with this standard within an agreed-upon period of time.

Where they apply, compliance with SFI's procurement provisions may be accomplished in a variety of ways. Regional differences and differences among logs, whole log chips, and manufacturing by-products such as residual chips require different approaches.

Weyerhaeuser wood and wood fiber procurement operations will operate within guidelines established under this policy, while developing specific regional or wood fiber-type approaches.

Leaders who are accountable for the management function of harvesting or purchasing wood-based raw materials and products for distribution are responsible for:

- Ensuring compliance with this policy.
- Ensuring that employees have sufficient training and resources to carry out their responsibilities, as called for by this policy and any guidelines issued under it.
- The Vice President, Sustainable Forest and Products is accountable for ensuring that the company's guidelines are kept current and appropriate advice and guidance are made available to unit managers and others involved in ensuring compliance with this policy.

Employees involved in the harvesting or purchasing of wood-based raw materials and products for distribution:

- Must thoroughly understand the company's position concerning procurement.
- Ensure that any actions they take are in compliance with this policy.
- Seek guidance from their supervisors or Timberlands Sustainable Forest and Products if they are uncertain about the applicability of this policy to their work.

1. Biodiversity hotspots and major tropical wilderness areas are defined as areas outside North America identified in Conservation International's conservation strategies. <http://www.conservation.org> as of July 1, 2002.

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

## WOOD PROCUREMENT GUIDELINES IMPLEMENTATION GUIDELINES FOR WORLDWIDE WOOD PROCUREMENT

### BACKGROUND AND PURPOSE OF GUIDELINES

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



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

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

### **REGIONAL AND LOCAL CONSERVATION EFFORTS**

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

In addition, we address forest conservation through our [Sustainable Forestry Policy](#) and other parts of our environmental management systems, and our commitment to certification of our forest management and procurement systems.

### **BIODIVERSITY HOTSPOTS AND MAJOR TROPICAL WILDERNESS AREAS**

Weyerhaeuser will not harvest or buy wood, wood fiber, or products for distribution from natural forests in biodiversity hotspots or major tropical wilderness areas. The only exception is sources independently certified or verified as having come from well managed forests.

Biodiversity hotspots and major tropical wilderness areas are areas outside North America defined and mapped by Conservation International as of July 1, 2002. See: [www.conservation.org/xp/CIWEB/regions/priorityareas](http://www.conservation.org/xp/CIWEB/regions/priorityareas) and [www.conservation.org/xp/CIWEB/strategies](http://www.conservation.org/xp/CIWEB/strategies).

### **OLD-GROWTH FORESTS IN THE UNITED STATES**

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

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

### **ILLEGAL LOGGING**

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

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

### **TRANSITION**

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

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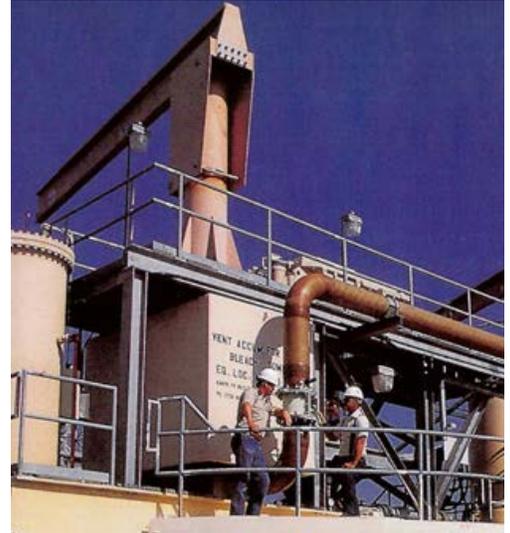
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In 2006, we committed to reduce our greenhouse gas (GHG) emissions 40 percent by 2020 using a 2000 baseline. We reaffirmed our commitment in 2010 as part of our 2020 sustainability goals and incorporated a more holistic approach to our greenhouse gas reduction efforts by including both direct and indirect emissions (initially, the goal focused solely on our direct emissions).

Reducing our greenhouse gas emissions has two benefits: shareholders benefit from lower energy costs and the environment benefits from lower emissions of greenhouse gases. Our management strategies to drive greenhouse gas reductions include:

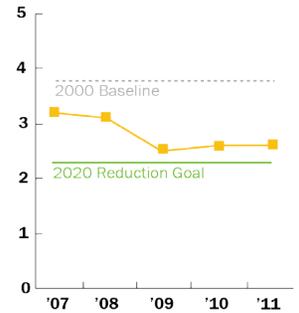
- Evaluating the GHG emissions from proposed energy-related investments
- Optimizing both the use of biomass fuels and co-generation systems to meet mill energy needs
- Improving energy efficiency in our manufacturing processes

We derive the majority of our [energy from carbon-neutral biomass](#). When biomass such as wood is combusted for energy, it releases carbon dioxide back into the atmosphere that the trees absorbed during their growth – which would have been emitted if the plant materials were left to decay. Therefore, the combustion of biomass for energy does not increase atmospheric carbon dioxide levels. And, by deriving the majority of our energy from biomass rather than fossil fuel, we are displacing emissions of geologic carbon dioxide which fossil fuel combustion releases into the atmosphere.



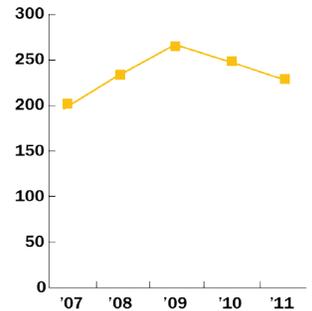
DECLINE IN GREENHOUSE GAS EMISSIONS

(In million metric tons CO<sub>2</sub>e)



GREENHOUSE GAS INTENSITY

(In kilograms CO<sub>2</sub>e per metric ton of production)



- [Greenhouse Gas Reduction](#) ▼
- [Forest Management Practices Contribute Positively](#) ▼
- [Our Net 2011 Inventory](#) ▼
- [Methodology](#) ▼

GREENHOUSE GAS REDUCTION

Our efforts are reducing Weyerhaeuser's greenhouse gas emissions footprint. Our emissions include the sum of our emissions at all of our manufacturing facilities, purchased electrical power, and transportation fleets owned or operated by Weyerhaeuser.

Greenhouse gas emissions in 2011 were 31 percent less than our base year of 2000 and our greenhouse gas intensity (GHG emissions per metric ton of production) decreased over 8 percent when compared to 2010. Recently, our greenhouse gas emissions reductions are the result of the combined effect of operations consolidation in our higher efficiency mills, less fossil fuel use and less waste to our landfills.

GREENHOUSE GAS EMISSIONS

In million metric tons CO<sub>2</sub>e

	2000	2007	2008	2009	2010	2011
<b>Direct GHG emissions</b>	2.05	1.62	1.56	1.32	1.42	1.39
<b>Indirect GHG emissions</b>	1.72	1.63	1.53	1.16	1.21	1.21

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FOREST MANAGEMENT PRACTICES CONTRIBUTE POSITIVELY

Forests sequester and release carbon in unequal 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.

We take a conservative approach to estimating the standing stock carbon sequestered on our lands. Only [afforestation](#) is included in our GHG inventory as areas that sequester carbon. The estimates we make for these sequestration activities are based on conservative assumptions of carbon growth on these lands and do not reflect field measurements. During 2011, these lands accounted for 740,000 metric tons of sequestered carbon dioxide (CO<sub>2</sub>).

### FOREST PRODUCTS SEQUESTER CARBON

Much of the carbon stored in trees harvested from sustainably managed forests is captured in our products, limiting the amount of carbon dioxide released into the atmosphere. Wood products store carbon during their useful life. We use a third-party 100-year-decay method for quantifying this long-term forest-product carbon sequestration, which for 2011 indicates that we totaled 2.5 million metric tons of product-sequestered CO<sub>2</sub>.

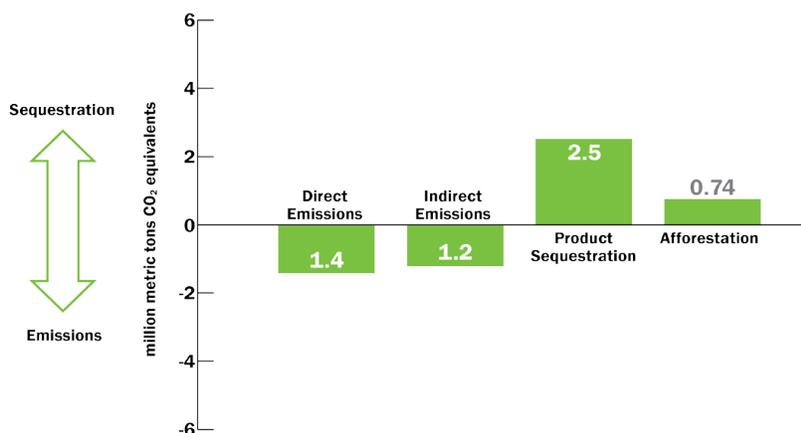
**2.5**  
Million metric tons of product-sequestered  
CO<sub>2</sub> in 2011

### OUR NET 2011 INVENTORY

We sequestered approximately 3.2 million metric tons of carbon dioxide in our forests and products in 2011. We reduced this amount by our direct and indirect emissions and by 0.07 million metric tons of CO<sub>2</sub> reflecting a GHG emissions debit for the sale of 110,005 "Green Tags." In sum, during 2011 we sequestered more carbon dioxide than we emitted and accrued by green tag trades.

These estimates of emissions and sequestration represent our corporate net carbon inventory. Our inventory does not include upstream or downstream emissions not owned or controlled by Weyerhaeuser.

### CARBON SEQUESTRATION



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### METHODOLOGY

Our greenhouse gas inventory process adheres to the guidelines published by the Greenhouse Gas Protocol Initiative's Greenhouse Gas Protocol, Revised Edition, and its associated calculation tools that are relevant to our operations. The initiative is a multi-stakeholder partnership convened by the World Business Council for Sustainable Development and the World Resources Institute. Following guidance in this protocol, adjustments to the baseline year and subsequent years' data have been made on a whole-year basis for divestments and acquisitions affecting our greenhouse gas inventory. The absolute value (reported in metric tons CO<sub>2</sub>e) of our entire GHG emission inventory can change as a result of these adjustments. In accordance with the Greenhouse Gas Protocol, emissions from divested facilities are removed from the base year and subsequent years.

We continue to make improvements to our internal greenhouse gas calculation tools and measurement of progress towards our goal. In 2011, we completed the process of moving our greenhouse gas data into a more comprehensive web-based database, which is a more robust and transparent data platform.

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### RELATED LINKS

[Learn more about biomass carbon neutrality and the carbon cycle](#)

[Learn more about Weyerhaeuser Solutions](#)

[Learn more about our participation in the Climate Disclosure Project, which we've responded to since since 2006](#)

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## BIOMASS CARBON NEUTRALITY

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

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

This biomass fuel source helps reduce our dependence on fossil fuels and contributes to the reduction of greenhouse gas emissions.

We derive the majority of the [energy used in our manufacturing facilities](#) from carbon-neutral biomass. By deriving the majority of our energy from biomass rather than fossil fuel, we are displacing emissions of geologic carbon dioxide released into the atmosphere through fossil fuel combustion.

Additionally, in 2008, we partnered with Chevron to form [Catchlight Energy](#), a joint-venture company focused on developing cellulosic biofuel from non-food sources. The joint venture will research and develop technology for growing and converting cellulose-based biomass into economical, low-carbon biofuels.

We are also exploring opportunities for other materials that could be developed from renewable biomass, including carbon fibers, textiles and materials that could replace many fossil-fuel based substances. Learn more about our partnerships working on renewable energy and fibers on our [Collaborations and Partnerships](#) page.



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## POLICY INITIATIVES

[Climate and Clean Energy Policy](#) ▼  
[Involvement in Policy Initiatives](#) ▼  
[Policy Developments](#) ▼

### CLIMATE AND CLEAN ENERGY POLICY

Weyerhaeuser believes public policies that are based on sound science, set forth clear objectives and standards of performance, and leverage free market economics can achieve beneficial change with respect to energy security and greenhouse gas emissions.

We believe the best way to reduce greenhouse gas emissions is through market-based mechanisms. We prefer Congressional action on climate and energy legislation, as this approach is preferable to regulations of greenhouse gas emissions under the Clean Air Act. We support policies that:

- Recognize the 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 which recognizes and allows credits for the sequestration and storage of carbon through reforestation, afforestation, avoided deforestation, harvested wood products, and forest management projects.
- Incent and recognize combined heat and power cogeneration facilities for their inherent energy efficiency capacity.
- Incorporate price mechanisms to ensure energy intensive manufacturers are not at a competitive disadvantage in international markets, such as no-cost carbon emission allowances.
- Provide credit for early actions that reduce GHG emissions or increase sequestration of atmospheric carbon dioxide taken over the past decade.


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### INVOLVEMENT IN POLICY INITIATIVES

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

- U.S. Climate Action Partnership
- The Forest Products Association of Canada
- The Business Environmental Leadership Council for the Center for Climate and Energy Solutions
- The World Business Council for Sustainable Development Energy & Climate focus area core team
- The World Resource Institute and World Business Council for Sustainable Development Energy greenhouse gas protocol standard development projects
- The U.S. Business Roundtable's Energy and Environment programs
- The Forest Climate Working Group
- The Western Climate Initiative
- 25 x '25 Alliance
- Sustainable Aviation Fuels Northwest
- National Alliance of Forest Owners

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### POLICY DEVELOPMENTS

In 2010, the U.S. Environmental Protection Agency (EPA) issued a final rule for stationary sources of greenhouse gases called the tailoring rule, which includes a 3-step approach to phase in greenhouse gas emissions by modifying emission thresholds under the Clean Air Act. Unfortunately, in the rule EPA included emissions from combustion of biomass and biomass-derived fuels in the threshold

calculation. This is the first ruling by EPA that does not recognize biomass as carbon neutral, which is the accepted international protocol by the U.N. Intergovernmental Panel on Climate Change, European Union Emission Trading System, and even many other EPA and Department of Energy programs.

In 2011, EPA deferred regulation of carbon emissions from the combustion of biomass for three years. In the interim, the agency will complete a two-year study of these emissions, followed by additional rule-making on biomass. We are working with the agency and other stakeholders in support of a long-term solution that recognizes the carbon neutrality of biomass emissions.

Several of our operations are subject to federal, state and provincial greenhouse gas reporting rules. In October 2009, EPA published the "Mandatory Reporting of Greenhouse Gas" rule and in March 2011 deferred the reporting deadline until September 2011. All our facilities that are subject to GHG reporting rules are currently in compliance with requirements.

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## RISKS AND OPPORTUNITIES

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

Although some of the carbon sequestered in our forests or products may be eligible as carbon credits under future regulation, they should not be considered so at this time. We have not yet engaged in any forest or wood product carbon offset projects. In 2011, we generated about 168,900 Emission Performance Credits in Alberta after our Grande Prairie cellulose fibers mill surpassed its legislated greenhouse gas reduction requirements.

Our operations are largely based in countries that have yet to implement mandatory programs for reducing greenhouse gases. But in all cases, public policy is moving toward adopting a mandatory approach to address the challenges of climate change through programs that will likely require the reduction of greenhouse gas emissions. We have designed our climate change strategy to meet likely future regulatory obligations. We recognize, however, that there are other risks, such as physical and cultural, that may be related to climate change.



### ADAPTABILITY OF FOREST OPERATIONS

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

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

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

### ENERGY SECURITY

Our manufacturing operations utilize biomass to supply approximately 77% of their energy needs, providing a secure and sustainable source of energy. Additionally, some of our cellulose fiber mills are able to generate excess renewable power and occasionally sell renewable energy to the grid.

### RELATED LINKS

[Read more about energy use in our manufacturing facilities](#)
[Learn more about some of our new renewable energy and fiber products](#)
[Learn more about our green building activities](#)

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## MANUFACTURING FOOTPRINT

We have a track record of continually working to reduce the environmental impact from our wood products and cellulose fibers manufacturing facilities. Our sustainability strategy describes our long-term commitments in this area, including goals to reduce our greenhouse gas emissions, waste, air emissions, wastewater pollutant discharges, water use and energy use.

As we improve efficiency, decrease emissions and make better use of natural resources, we reduce the effect of our operations on the environment we all share.

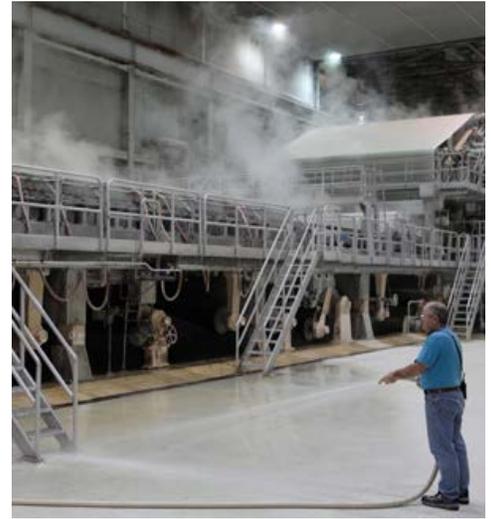
Click on the graphic below to explore how environmental decisions are related to the pulp and paper industry:

### ENVIRONMENTAL FOOTPRINT COMPARISON TOOL



understanding environmental decisions

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## ENERGY USE

In 2011, we met approximately 77 percent of our operations' energy needs through the use of renewable and carbon-neutral biomass fuels such as bark, wood residuals and other organic byproducts. Much of the fuel we use in our cellulose fibers mills is consumed in boilers to generate high-pressure steam, which is used to generate electric power and heat. The latter is used to soften and separate wood fibers from each other and to dry pulp and paper.

Boilers can run on fossil fuels, but they can also use biomass—for example, bark and lignin—that is a byproduct of making pulp. Unlike fossil fuels, which emit carbon into the atmosphere from geologic sources that are not renewable, carbon associated with the combustion of biomass is part of a natural cycle that maintains a carbon balance by removing emitted carbon from the atmosphere through photosynthesis and storing it in plants, trees and soil. This balance is reflected in widely-accepted science acknowledging that the combustion of wood biomass for energy in countries with increasing forest inventories (the United States, for example) does not increase atmospheric carbon. This biomass fuel source helps reduce our dependence on fossil fuels and contributes to the reduction of greenhouse gas emissions.

We are leaders in the use of highly efficient co-generation, such as combined heat and power, which is much more efficient than stand-alone generation. In some cases, we sell biomass-based renewable energy to the market.

During 2011, we entered into one transaction involving the sale of "Green Tags." A "Green Tag" is a renewable energy certificate representing the environmental attributes associated with generating energy from renewable sources, including biomass fuel. The energy associated with the sale of these renewable energy credits is less than 1 percent of the total biomass energy used by the company.

### ENERGY EFFICIENCY

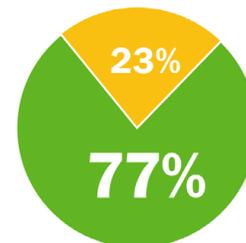
In 2011, we continued a focus on energy efficiency. We undertook significant investments to reduce our energy consumption and further improve the competitiveness and sustainability of our operations. At our North Pacific Paper Corporation (NORPAC) facility, where we produce newsprint and premium uncoated mechanical papers for publishers and printers, we started the first stage of a project to reduce our mechanical pulping energy consumption by 10 percent. The project received support from the conservation programs of Bonneville Power Administration and Cowlitz Public Utility District and, upon completion, will be one of the largest energy conservation projects in the region. We also executed a project at our Grande Prairie pulp mill in Alberta, Canada, which will reduce the mill's energy intensity by 10 percent, reinforcing its position as one of the most efficient market pulp mills in Canada.

In addition, we continue to leverage the support and expertise found through government and utility-sponsored programs, as well as the experience of other companies in various industries. We are actively involved in the Department of Energy's Better Buildings, Better Plants Program, through which we have committed to reduce the energy intensity of our cellulose fibers and wood products businesses by 25 percent over 10 years. We are also engaged with the U.S. Council for Energy Efficient Manufacturing, which is spearheading the establishment of standards of practice and performance tracking of energy management for industries within the United States.

Our real estate business, Weyerhaeuser Real Estate Company (WRECO), and their five homebuilding subsidiaries, are leaders in building energy-efficient homes. [WRECO offers their LivingSmart® green-building program to all new homes it builds.](#) LivingSmart homes are designed to exceed local building codes and be at least 15 percent more efficient than the applicable energy codes. Additionally, as part of our 2020 sustainability goal to educate customers about the sustainability aspects of our products, our homebuilding subsidiaries started using the Home Energy Rating System (HERS) established by the Residential Energy Services Network (RESNET) as a measure of home energy efficiency.

### MOST OF OUR ENERGY CAME FROM CARBON-NEUTRAL BIOMASS FUEL

Percentage of energy consumed that was generated from biomass fuel, 2011



■ Biomass fuel  
■ Other fuel sources

## SUSTAINABILITY IN ACTION

### Simple lighting changes equate with big savings

In 2011, two of our distribution centers implemented lighting conservation efforts and reduced their purchased electricity by leaps and bounds.

Our Dallas Distribution Center, located in Carrollton, Texas, installed occupancy switches at the site and turned the light off in the warehouse during the day, relying on natural lighting instead. Their purchased electricity dropped by 61 percent.

At the same time, our Santa Clarita, California, Distribution Center, made changes to the lighting in the service yard by splitting circuits. The split circuits resulted in the ability to use specific lamps at certain times and locations, and a 44 percent drop in purchased electricity.



These are just two examples of how simple, yet creative, solutions help us reduce our energy use.

## ENERGY USE DATA

### CELLULOSE FIBER MILL ENERGY USE

Millions of BTUs per ton of production<sup>1</sup>

	2007	2008	2009	2010	2011
<b>Fossil fuel consumption</b>	3.7	3.9	4.0	3.9	4.0
<b>Biomass fuel energy from chemical-recovery process and manufacturing residuals</b>	22.7	22.6	22.3	22.2	22.0
<b>Purchased electricity</b>	2.6	2.7	2.7	2.6	2.5
<b>Total energy consumed per ton of production</b>	29.0	29.2	29.0	28.7	28.5
<b>Percentage of energy consumed generated from biomass fuel</b>	79%	79%	77%	78%	78%

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

### WOOD PRODUCTS FACILITIES ENERGY USE

Millions of BTUs per ton of production<sup>1</sup>

	2007	2008	2009	2010	2011
<b>Fossil fuel consumption</b>	0.42	0.41	0.37	0.38	0.37
<b>Biomass fuels</b>	2.37	2.24	1.97	2.41	2.41
<b>Purchased electricity</b>	0.41	0.40	0.42	0.41	0.38
<b>Purchased steam</b>	0.15	0.16	0.16	0.13	0.13
<b>Total energy consumed per ton of production</b>	3.35	3.22	2.91	3.33	3.28
<b>Percentage of energy consumed generated from biomass fuel</b>	71%	70%	67%	72%	73%

1. Wood products facilities closed since 2006 have been removed from historical data, so that data reflects performance of our current operating portfolio. In March 2007, our fine paper business and related assets were combined with Domtar to create a new fine paper company, Domtar Corporation. Sawmills included in the Domtar transaction or other sales transactions have been removed from historical data.

## RELATED LINKS

- [Read about our commitment to reducing greenhouse gas emissions](#)
- [Learn more about energy conservation at our corporate headquarters building](#)
- [Learn more about biomass energy from the National Alliance of Forest Owners](#)
- [Learn more about our green building activities](#)

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## RESIDUALS AND SOLID WASTE MANAGEMENT

### WE MAKE THE MOST OF EACH LOG

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

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

One of our 2020 sustainability goals is to reduce the amount of material sent to landfills by 10 percent compared to 2010 levels. In 2011, we saw an 8 percent increase in the amount of material landfilled per ton of production across our cellulose fibers and wood products businesses, primarily due to one of our cellulose fiber mills emptying a wet ash pond and another mill experiencing normal variations in waste generated coupled with lower production.

- [Residuals Management Data](#) ▼
- [Hazardous Waste Generator Status](#) ▼
- [Reducing and Recycling](#) ▼

### RESIDUALS MANAGEMENT

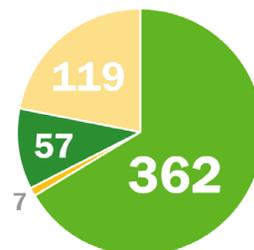
Estimated pounds of residuals per ton of 2011 production.

### CELLULOSE FIBERS MILLS



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

### WOOD PRODUCTS FACILITIES



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

### CELLULOSE FIBER MILLS RESIDUAL MANAGEMENT<sup>1</sup>

Estimated pounds of residuals per ton of production

	2007	2008	2009	2010	2011
<b>Burned for energy<sup>2</sup></b>	3,127	3,159	3,019	3,122	3,117
<b>Deposited in landfills</b>	143	124	106	103	118
<b>Land-applied for soil amendment</b>	11	22	27	20	15
<b>Beneficially reused other than for land application</b>	13	20	6	4	3
<b>Recycled</b>	3	5	5	4	4
<b>Incinerated</b>	0.1	0	0	0	0
<b>Disposed as hazardous waste<sup>3</sup></b>	0.02	0.59 <sup>4</sup>	0.004	0.005	0.003

1. Data reflects performance of our current portfolio of cellulose fibers mills. In March 2007, our fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, we sold our containerboard, packaging and recycling business to International Paper. Operations involved in those transactions have been removed from historical data.
2. Burned for energy both on-site and off-site
3. Includes recurring and nonrecurring hazardous waste.
4. The 2008 increase in hazardous waste is due to completion of a remediation project which included disposal of hazardous waste.

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### WOOD PRODUCTS FACILITIES RESIDUALS MANAGEMENT

Estimated pounds of residuals per ton of production

	2007 <sup>3</sup>	2008	2009	2010	2011
<b>Burned for energy<sup>1</sup></b>	373	354	335	361	362
<b>Deposited in landfills</b>	20	15	12	13	7

Land-applied for soil amendment	9	7	14	12	11
Shipped off-site for use in other products	119	117	119	104	119
Beneficially reused other than for land application	46	11	36	42	45
Recycled	2	1	1	1	1
Incinerated	0.2	0	0	0.05	0.01
Disposed as hazardous waste <sup>2</sup>	0.07	0.19	0.2	0.1	0.04

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

2. Includes recurring and nonrecurring hazardous waste.

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

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## HAZARDOUS WASTE GENERATION STATUS

In 2011, 95 percent of our manufacturing facilities in the United States generated no hazardous waste or were in the U.S. Environmental Protection Agency's lowest-risk category for hazardous waste generation.

### 2011 HAZARDOUS WASTE GENERATION STATUS<sup>1</sup> OF WEYERHAEUSER FACILITIES IN THE UNITED STATES

	Conditionally Exempt <sup>2</sup>	Small Quantity Generator	Large Quantity Generator
Cellulose fibers mills	66%	17%	17%
Wood products manufacturing facilities	92%	4%	4%
Wood products distribution facilities and other	100%	0%	0%

1. The EPA's definitions for hazardous waste generation can be found on

<http://www.epa.gov/epawaste/hazard/generation/index.htm>.

2. Conditionally exempt also includes facilities that generated no hazardous waste.

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## REDUCING AND RECYCLING

In addition to these best practices relating to wood fiber, our manufacturing operations recycle other materials where possible. As an example, in 2011, 76 percent of our operations recycled post-consumer paper. These efforts add up — in 2011, over 12 thousand tons of waste were recycled and diverted from landfills.

### PERCENT OF FACILITIES REPORTING RECYCLING THE FOLLOWING MATERIALS IN 2011

Post-consumer paper	76%
Plastics	50%
Metal	72%
Batteries – vehicle	70%
Batteries – other	69%
Used Tires	67%
Used Oil	77%
Beverage containers	69%
Corrugated Cardboard	61%
Wood pallets, dunnage and construction debris	53%

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

The NORPAC facility also has the capacity to consume 600 to 700 tons of recycled newspapers daily, the equivalent of more than 1.5

million newspapers. That's the same number of old newspapers collected daily in Washington, Oregon and Idaho.

Our use of recovered paper keeps it out of landfills and ensures we get the maximum value out of wood fiber. Not all paper, however, can be made from only recovered paper. Wood fiber gradually wears out, and a single fiber in a sheet of paper can be recycled only between four and ten times. Beyond that limit, the fiber loses its strength and is no longer useful in making new paper. Papermakers must introduce a continuous stream of new fiber to replace fiber weakened through repeated recycling.

### RECYCLING IN OFFICE BUILDINGS

In 2011, recycling efforts at our Corporate Headquarters region resulted in approximately 74 percent of our residuals being recycled or composted. This expanded recycling program also includes composting food waste from our cafeterias, which diverts tons of material from landfills each year.

### REDUCING WASTE FROM CONSTRUCTION SITES

Our real estate business, Weyerhaeuser Real Estate Company (WRECO), and their five homebuilding subsidiaries, are constantly finding innovative ways to reduce construction waste. As an example, you won't find a dumpster on a Quadrant construction site. In 2009, a team of Quadrant employees reviewed dumpster contents and came up with eight objectives to reduce waste, ranging from increasing vendor accountability to improving reuse and recycling levels. In the end, the solution was to eliminate dumpsters at construction sites and work with each vendor to manage their own waste. Many vendors were able to reduce or eliminate waste altogether, or find options for reuse or recycling. One vendor found an alternative to the plastic sheeting used to cover soil after excavation—reusable hay blankets. The use of the hay blankets stopped the one-time use of the disposable plastic film, resulting in the equivalent of 12 football fields less material going to the landfill. For another example, watch this [video of Pardee Homes creative solutions to reducing construction waste](#).

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### RELATED LINKS

- [Learn more about NORPAC Newsprint and Specialty Papers](#)
- [Learn more about our green homebuilding activities](#)

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## AIR QUALITY

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

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

Boiler replacements and upgrades at our cellulose fiber mills have had a positive effect on air quality. Between 2000 and 2011, our cellulose fibers facilities reduced their sulfur dioxide emissions by 56 percent and their particulate matter emissions by 44 percent. In our wood products mills, we reduced air emissions of volatile organic compounds by 31 percent since 2000. These trends are the result of process modifications and the use of lower-emitting additives as well as pollution-control equipment that has captured or destroyed a significant amount of emissions.

One of our 2020 sustainability goals is to further reduce our air emissions by 10 percent per ton of production. We measure this by tracking our carbon monoxide and particulate matter emissions across our cellulose fibers and wood products businesses, since those air pollutants are monitored and reported most widely by our manufacturing facilities. In 2011, we reduced carbon monoxide and particulate matter emissions by 3 percent in our cellulose fibers business and by 7 percent in our wood products business, compared to 2010.

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

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

[Cellulose Fibers — Air-Quality Measures](#) ▼

[Wood Products Facilities — Air-Quality Measures](#) ▼



## SUSTAINABILITY IN ACTION

### Triple win at NORPAC

Our Longview, Wash., NORPAC joint venture, which produces newsprint and premium uncoated paper grades for publishers, has pulled off something even better than a win-win. In working to lessen the facility's manufacturing footprint through their TMP Heat Recovery Project, the mill achieved a triple win.

**First, energy conservation:** By capturing 90 percent more reusable steam heat and recycling (as low pressure steam or hot water) elsewhere in the manufacturing process, the mill has reduced its demand for fresh steam.

**Second, manufacturing cost savings:** By recycling heat, the facility has reduced the amount of purchased steam per ton of production by about 15 percent. This has resulted in cost savings for the mill, even as pulp production increased by about 25 percent.

**Third, environmental improvements:** Projects to conserve energy and increase fiber recovery have reduced air emissions of volatile organic compounds and carbon monoxide by about two thirds (compared to 2005 levels and despite increased production). These reductions have multiple air-quality benefits for the environment and human health, since some volatile organic compounds can undergo transformations that may contribute to downwind visibility impairment or ozone formation.



In 2011, NORPAC was one of the six finalists for the Pulp and Paper International (PPI) Environmental Strategy Awards Mill Category for this project.

### CELLULOSE FIBERS — AIR-QUALITY MEASURES

Estimated pounds emitted per ton of production<sup>1</sup>

	2007	2008	2009	2010	2011
<b>Nitrogen oxides</b>	4.7	4.5	4.3	4.0	4.0
<b>Particulate matter</b>	1.2	1.1	1.0	0.8	0.7
<b>Sulfur dioxide</b>	3.3	3.1	2.7	1.6	1.5
<b>Total reduced sulfur</b>	0.1	0.1	0.1	0.1	0.1

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

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### WOOD PRODUCTS FACILITIES — AIR-QUALITY MEASURES

Estimated pounds emitted per ton of production<sup>1</sup>

	2007	2008	2009	2010	2011
<b>Carbon monoxide</b>	2.2	2.2	2.4	2.2	2.0
<b>Volatile organic compounds</b>	1.65	1.5	1.5	1.4	1.3
<b>Particulate matter</b>	0.7	0.5	0.5	0.5	0.5
<b>Nitrogen oxides</b>	0.6	0.6	0.6	0.6	0.5

1. Wood products facilities closed since 2006 have been removed from historical data, so that data reflects performance of our current operating portfolio. In March 2007, our fine paper business and related assets were combined with Domtar to create a new fine paper company, Domtar Corporation. Sawmills included in the Domtar transaction or other sales transactions have been removed from historical data.

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## WATER QUALITY

We continually work to improve water quality, in particular by reducing biodegradable organic materials in wastewater. When left untreated, biodegradable organic materials can contribute to low dissolved oxygen levels in receiving waters, which may harm some aquatic organisms. High levels of untreated solids, measured as total suspended solids, can reduce river clarity, inhibit photosynthesis, and damage fish and aquatic insect sediment habitat. All sites closely monitor their wastewater discharge to meet regulatory requirements, for efficient process operations and to reduce their impact on the environment.

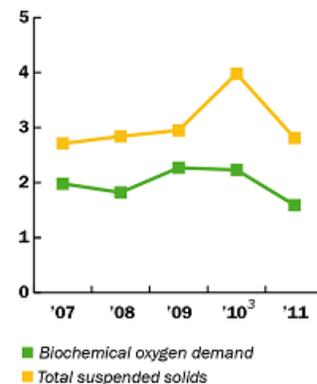
One of our 2020 sustainability goals is to reduce discharged water pollutants by 10 percent per ton of production. We use biochemical oxygen demand (BOD) test results to track our progress, that metric tracks continuous manufacturing process improvements, is quantitatively associated with other regulated pollutants (e.g., total suspended solids), and is most relevant to potential receiving environment impacts. In 2011, we reduced BOD by 33 percent across our cellulose fibers and wood products businesses compared to 2010.

All of our cellulose fibers mills have wastewater discharge permits that contain stringent limitations on wastewater discharge quality and monitoring requirements for physical, chemical, and biological measures of water quality. These mills have primary treatment for solids removal, followed by high efficiency biological treatment to remove biodegradable organics and for additional solids removal. Mills use additional approaches to meet sensitive seasonal water quality needs: one facility uses constructed wetlands for additional biodegradable organics and solids removal; two facilities use treated wastewater holding ponds; and another facility injects high purity oxygen into treated wastewater. We also conduct instream biological studies to look for potential effects on biological populations and periodic bioassays to assure absence of potential aquatic toxicity in receiving waters. Additionally, we have participated in river basin and regional compacts to address our contribution to multi-user receiving waters to insure water quality standards are met.

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

### CELLULOSE FIBER MILLS<sup>1</sup>: WATER-QUALITY MEASURES

Estimated discharge of selected pollutants<sup>2</sup> in pounds per ton of production



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

2 Treated wastewater.

3 Our Port Wentworth, Ga. mill treats the industrial wastewater from Imperial Sugar's Savannah Facility. In 2010, the Imperial Sugar Facility was restarted after an extended outage and had many startup issues which resulted in elevated BOD and TSS releases for the year.

### CELLULOSE FIBERS<sup>1</sup> — WATER-QUALITY MEASURES

Estimated discharge<sup>2</sup> of selected pollutants in pounds per ton of production

	2007	2008	2009	2010 <sup>3</sup>	2011
<b>Biochemical oxygen demand</b>	1.98	1.82	2.27	2.23	1.59
<b>Total suspended solids</b>	2.71	2.84	2.95	3.98	2.81

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

2. Treated wastewater.

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### WOOD PRODUCTS<sup>1</sup> — WATER-QUALITY MEASURES

Estimated discharge of selected pollutants in pounds per ton of production

	2007	2008	2009	2010	2011
<b>Biochemical oxygen demand</b>	0.03	0.04	0.03	0.05	0.04
<b>Total suspended solids</b>	0.01	0.01	0.01	0.01	0.01

1. Wood products facilities closed since 2006 have been removed from historical data, so that data reflects performance of our current operating portfolio. In March 2007, our fine paper business and related assets were combined with Domtar to create a new fine paper company, Domtar Corporation. Sawmills included in the Domtar transaction or other sales transactions have been removed from historical data.

## SUSTAINABILITY IN ACTION

### Improving fish habitat and water quality at our rock quarries

Fish habitat and water quality go hand in hand at our rock quarries on the Oregon coast. Forestry Engineer, Jason Richardson, is working with his team to improve fish habitat along the Bridges Creek adjacent to our Koostone quarry treatment ponds and the Kentuck Creek at our Kenstone quarry treatment ponds.

By revitalizing and improving the stormwater treatment ponds, a best management practice that is designed to allow sediment in the quarry stormwater run-off to settle out and be retained on site, we found the double-win of making improvements to the receiving waters where the treatment ponds' stormwater occasionally discharges. The activities involve the introduction of vegetation and log placement along the stream bank and treatment pond walls to create shade and protection for fish in each creek while still allowing access for us to maintain the treatment ponds.

The team applied for a grant through the Oregon Watershed Enhancement Board in 2011 and is expected to begin work in summer of 2013.



## DISCHARGE OF ADSORBABLE ORGANIC HALIDES

Because we no longer use elemental chlorine for pulp and paper bleaching, our discharges of adsorbable organic halides have decreased by more than 95 percent between 1990 and 2011.

### DISCHARGES OF ADSORBABLE ORGANIC HALIDES

Pounds of AOX discharged per ton of bleached production from our cellulose fibers mills<sup>2</sup>

	1990 <sup>1</sup>	2007	2008	2009	2010	2011
<b>AOX</b>	5.1	0.3	0.3	0.3	0.3	0.2

1. Base year is 1990.

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

## WASTEWATER DIOXINS

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

Today, our pulp is produced using advanced technologies such as extended pulping and oxygen delignification (removing lignin, a chemical that binds wood fibers together), that further reduce the amount of bleaching chemical used in the production process. These improvements have virtually eliminated dioxins from our wastewater while continuing to meet customer expectations for brightness in our paper products. Benchmarking research indicates that our mills using elemental chlorine free (ECF) processes are in the top-quartile of our industry peers in terms of the quantity of bleaching chemicals used.

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

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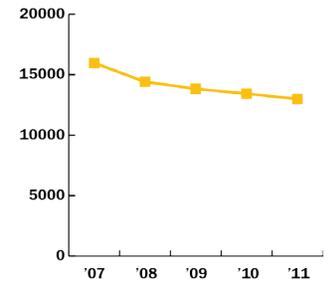
We recognize water use and water quality as global social and environmental issues. In 2009, we participated in a forest products industry research study that evaluated best practices and approaches to reducing water use in pulp and paper manufacturing. Research indicates that approximately 88 percent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

Still, making pulp and paper requires large volumes of water, and we are working on ways to reduce water use in our operations. Our cellulose fibers mills practice a high degree of internal water recycling to minimize energy, chemical and water use, cascading freshwater from highest to lowest quality process uses before treating and returning to receiving waters. As part of our membership in the [U.S. Business Roundtable S.E.E. Change Initiative](#), we set a water-use reduction goal in May 2008 to reduce water use at our cellulose fibers mills 20 percent by 2012, from a 2007 baseline. The goal-setting process included analyzing water use at our cellulose fibers mills and comparing performance to industry benchmarks. We include separate cooling water discharges as part of our total water use at these mills. In 2011, we achieved a 19 percent water use reduction compared to our 2007 baseline.

We also monitor the effect of our forest management on water quantity and quality. For instance, in Uruguay, where we planted trees on former grazing land, we initiated a long-term study in 1999 to determine the effect of forest establishment on hydrology and water quality. This study is being done in collaboration with North Carolina State University, the federal agricultural research agency in Uruguay (INIA) and the Universidad de la Republica, a major research university in Montevideo. We recently expanded our sustainability studies in Uruguay to assess the effects of plantation establishment on native plant diversity and bird communities.

CELLULOSE FIBER MILLS<sup>1</sup>: WATER USE

Estimated gallons of water used per ton of production



<sup>1</sup> Data reflects performance of Weyerhaeuser's current portfolio of cellulose fibers mills.

WATER USE

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

	2007	2008	2009	2010	2011
<b>Cellulose fiber mills total wastewater discharged<sup>1, 2</sup></b>	15,978	14,409	13,831	13,428	12,990
<b>Wood products facilities water use<sup>3</sup></b>	86	84	95	101	90

1. Wastewater discharged is used as a surrogate measurement for water use and includes separate cooling water discharges.
2. Data reflects performance of our current portfolio of cellulose fibers mills. In March 2007, our fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, we sold our containerboard, packaging and recycling business to International Paper. Operations involved in those transactions have been removed from historical data.
3. Operations closed or sold since 2006 have been removed from historical data.

SUSTAINABILITY IN ACTION

Cooling off on water use

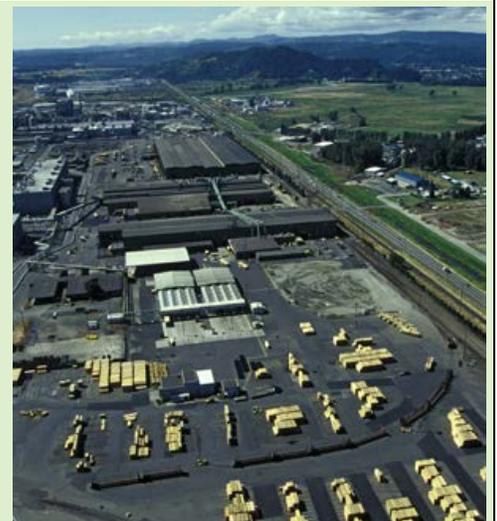
Since our Cellulose Fibers business adopted a water use goal in 2008, our Longview, Wash., facility has focused on efforts to reduce water use in their manufacturing process.

Longview uses non-contact cooling water to cool process equipment. Non-contact cooling water is clean, since it does not come into contact with fiber or other chemical substances, but is typically discharged at a higher temperature than when it enters the mill.

Since 2007, Longview and our NORPAC facilities implemented projects that reduced their daily water use (measured by effluent discharge) by more than 33 percent.

A variety of projects have contributed to this reduction including:

- Improving utilization of their existing cooling tower
- Reusing non-contact cooling water by recycling it to another part of the



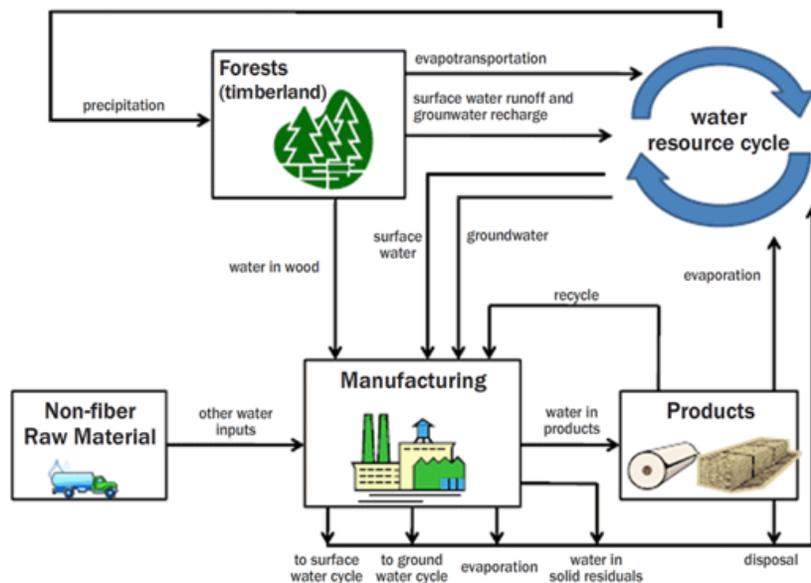
process

- Sending non-contact cooling water to NORPAC, another onsite facility. Once the water has been used in the Longview process, it is warm and reduces NORPAC's need to purchase steam to heat the water to its desired temperature.

In the cellulose fibers manufacturing process, reducing water use often results in reduced energy use as well because the facility is able to maximize efficient use of steam heat.

## CONNECTION OF THE FOREST PRODUCTS INDUSTRY TO THE WATER CYCLE

The diagram below shows the many ways that our company is connected to the water cycle, from growing and harvesting sustainably managed timberlands to producing wood products from renewable resources.



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

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## REDUCING CHEMICAL RISK

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

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

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

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

### RELATED LINKS

[Learn more about how we ensure the health and safety of our products](#)

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

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

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

[United States](#)[Canada](#)

### FIVE-YEAR U.S. TOXIC RELEASE INVENTORY

Estimated tons released from our U.S. manufacturing facilities

	2006	2007	2008	2009	2010 <sup>1</sup>
<b>Methanol</b>	6,616	4,511	1,786	1,696	1,839
<b>Ammonia</b>	903	697	373	356	361
<b>Manganese compounds</b>	654	797	421	135	360
<b>Hydrochloric acid</b>	593	200	127	106	114
<b>Acetaldehyde</b>	496	266	157	125	106
<b>Formaldehyde</b>	243	245	191	65	56
<b>Nitrate compounds</b>	160	257	77	80	81
<b>Sulfuric acid</b>	130	106	58	36	24
<b>Methyl ethyl ketone</b>	_2	_2	_2	_2	_2
<b>Barium compounds</b>	145	302	103	78	79
<b>Phenol</b>	74	92	99	91	78
<b>Zinc compounds</b>	83	111	63	32	55
<b>Lead and lead compounds</b>	17	25	8	4	5
<b>Chloroform</b>	24	19	18	18	17
<b>Cresol (mixed isomers)</b>	37	1	2	2	2
<b>Chlorine</b>	15	12	11	10	9
<b>Chlorine dioxide</b>	12	5	4	3	4
<b>Mercury and mercury compounds</b>	0.08	0.11	0.01	0.01	0.01
<b>Dioxin and dioxin-like compounds—in grams<sup>3</sup></b>	216 <sup>4</sup>	48 <sup>4</sup>	12 <sup>4</sup>	8 <sup>4</sup>	9.75
<b>Other compounds</b>	122	125	26	25	27
<b>TOTAL U.S. operations</b>	10,324	7,771	3,524	2,862	3,217

1. 2010 is the most recent reporting period.

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

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

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

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### FIVE-YEAR CANADIAN NATIONAL POLLUTANT RELEASE INVENTORY

Estimated metric tons released from our Canadian manufacturing facilities<sup>1</sup>

	2006	2007	2008	2009	2010 <sup>2</sup>
Methanol	1,154	441	257	205	246
Formaldehyde	307	191	84	64	84
Phosphorous (total)	372	101	69	24	53
Ammonia	-	98	74	91	74
Acetaldehyde	110	56	30	17	29
Manganese	271	50	34	14	36
Total Reduced Sulfur	-	36	35	39	41
Hydrochloric acid	47	22	22	21	22
Phenol	24	7.7	7.5	-	-
Chlorine dioxide	39	2.7	-	-	-
Methylenebis (phenylisocyanate) — MDI	3	2	0.6	.5	.7
Polymeric diphenylmethane diisocyanate	-	0.2	-	.1	.1
Lead compounds	2	0.1	0.2	117 kg	118 kg
Cadmium compounds	0.4	0.2	0.1	12.77 kg	81.38 kg
Phenanthrene	-	76.1 kg	34 kg	20 kg	21 kg
Pyrene	-	23.32 kg	16 kg	13 kg	14 kg
Fluoranthene	-	21.26 kg	9 kg	5 kg	5 kg
Acenaphthylene	-	10 kg	14 kg	8.4 kg	8.8 kg
Benzo(a)phenanthrene	-	6 kg	-	-	-
Fluorene	-	5.50 kg	-	-	-
Benzo(a)pyrene	-	5.60 kg	-	-	-
Acenaphthene	-	1.9 kg	-	-	-
Benzo(a)anthracene	-	1.57 kg	-	-	-
Benzo(k)fluoranthene	-	1.75 kg	-	-	-
Benzo(b)fluoranthene	-	1.17 kg	-	-	-
Indeno(1,2,3-c,d)pyrene	-	0.60 kg	-	-	-
Dibenzo(a,h)anthracene	-	0.60 kg	-	-	-
3-Methylcholanthrene	-	0.31 kg	-	-	-
Benzo(j)fluoranthene	-	0.22 kg	-	-	-
Benzo(g,h,i)perylene	-	0.32 kg	-	-	-
Perylene	-	0.016 kg	-	-	-
Hexachlorobenzene	-	1.8 grams	-	1.6 grams	1.8 grams
Dioxin and dioxin-like compounds — grams <sup>3</sup>	0.03	0.001 grams	0.001 grams	0.001 grams	0.006 grams
Hydrogen sulfide	124	-	-	-	-
Zinc	25	-	-	1	5
Sulfuric acid	21	-	-	-	-
Acrolein	17	-	-	-	11
Ethylene glycol	2	-	-	-	-
Hexavalent chromium compounds	0.6	-	-	-	-
Polycyclic aromatic hydrocarbons	0.8	-	-	-	-
Arsenic compounds	0.6	-	-	-	-
Nitrate ion	0.6	-	-	-	-
Mercury compounds	0.003	-	-	-	-
<b>TOTAL Canadian operations</b>	<b>2,993<sup>4</sup></b>	<b>1,008<sup>4</sup></b>	<b>615<sup>4</sup></b>	<b>477<sup>4</sup></b>	<b>603<sup>4</sup></b>

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

2. 2010 is the most recent reporting period.

3. Dioxin is presented in grams of toxic equivalence.

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

## RELATED LINKS

[Weyerhaeuser Kenora Timberstrand Toxic Substance Accounting 2010](#)

[Weyerhaeuser Kenora Timberstrand Toxic Substance Accounting 2011](#)

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## MILL DATA

We currently operate seven cellulose fibers mills in the U.S. and Canada. Annually, we disclose environmental performance data from each of the mills.

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

- [Columbus, Mississippi, cellulose fibers mill](#)
- [Columbus Modified Fiber, Mississippi](#)
- [Flint River \(Oglethorpe\), Georgia, cellulose fibers mill](#)
- [Grande Prairie, Alberta, Canada, cellulose fibers mill](#)
- [Longview, Washington \(includes NORPAC\)](#)
- [New Bern, North Carolina, cellulose fibers mill](#)
- [Port Wentworth, Georgia, cellulose fibers mill](#)

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## COLUMBUS, MISSISSIPPI, CELLULOSE FIBERS MILL

This mill is certified to the [SFI Certified Sourcing](#) standard, the [SFI](#), [PEFC](#), and [FSC](#) Chain of Custody standards (an FSC Chain of Custody-certified product is currently not available), and the [FSC Controlled Wood](#) standard. Certificates are available for each standard by clicking on the hyperlinks provided.

## MILL DATA

Per ton of production

Category	Indicator	2011 Performance
Air emissions	Nitrogen oxide compounds (pounds)	4.2
	Particulate matter (pounds)	1.3
	Sulfur oxide compounds (pounds)	0.4
	Total reduced sulfur (pounds)	0.06
Water quality	Wastewater discharged (thousands of gallons)	11.2
	Total suspended solids (pounds)	2.3
	Biochemical oxygen demand (pounds)	1.3
	Adsorbable organic halides (AOX) (pounds)	0.21
Residuals management	Landfilled or lagooned (pounds)	212.3
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	21.7
	Burned for energy (pounds)	4,829
	Disposed as hazardous waste (pounds)	–

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## COLUMBUS MODIFIED FIBER, MISSISSIPPI

The environmental management system at this mill is registered to ISO 14001. This mill is certified to the [SFI](#), [PEFC](#), and [FSC](#) Chain of Custody standards (an FSC Chain of Custody-certified product is currently not available), and the [FSC Controlled Wood](#) standard. Certificates are available for each standard by clicking on the hyperlinks provided.

### MILL DATA

Per ton of production

Category	Indicator	2011 Performance
Air emissions	Nitrogen oxide compounds (pounds)	0.2
	Particulate matter (pounds)	0.4
	Sulfur oxide compounds (pounds)	–
	Total reduced sulfur (pounds)	–
Water quality	Wastewater discharged (thousands of gallons)*	0.3
	Total suspended solids (pounds)	0.04
	Biochemical oxygen demand (pounds)	0.5
	Adsorbable organic halides (AOX) (pounds)	–
Residuals management	Landfilled or lagooned (pounds)	–
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	5
	Disposed as hazardous waste (pounds)	–

\* Wastewater sent to publicly owned treatment works.

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## FLINT RIVER (OGLETHORPE), GEORGIA, CELLULOSE FIBERS MILL

The environmental management system at this mill is registered to ISO 14001. This mill is certified to the [SFI Certified Sourcing](#) standard, the [SEI](#), [PEFC](#), and [FSC](#) Chain of Custody standards (an FSC Chain of Custody-certified product is currently not available), and the [FSC Controlled Wood](#) standard. Certificates are available for each standard by clicking on the hyperlinks provided.

**MILL DATA**

Per ton of production

Category	Indicator	2011 Performance
Air emissions	Nitrogen oxide compounds (pounds)	5.0
	Particulate matter (pounds)	1.7
	Sulfur oxide compounds (pounds)	1.2
	Total reduced sulfur (pounds)	0.06
Water quality	Wastewater discharged (thousands of gallons)	6.8
	Total suspended solids (pounds)	2.3
	Biochemical oxygen demand (pounds)	1.8
	Adsorbable organic halides (AOX) (pounds)	0.19
Residuals management	Landfilled or lagooned (pounds)	65.7
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	4,900
	Disposed as hazardous waste (pounds)	0.003

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## GRAND PRAIRIE, ALBERTA, CANADA, CELLULOSE FIBERS MILL

This mill is certified to the [SFI Certified Sourcing](#) standard, the [SFI](#), [PEFC](#), and [FSC](#) Chain of Custody standards (an FSC Chain of Custody-certified product is currently not available), and the [FSC Controlled Wood](#) standard. Certificates are available for each standard by clicking on the hyperlinks provided.

### MILL DATA

Per ton of production

Category	Indicator	2011 Performance
Air emissions	Nitrogen oxide compounds (pounds)	5.0
	Particulate matter (pounds)	0.5
	Sulfur oxide compounds (pounds)	2.4
	Total reduced sulfur (pounds)	0.14
Water quality	Wastewater discharged (thousands of gallons)	12.7
	Total suspended solids (pounds)	2.9
	Biochemical oxygen demand (pounds)	2.7
	Adsorbable organic halides (AOX) (pounds)	0.53
Residuals management	Landfilled or lagooned (pounds)	235.5
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	4,276
	Disposed as hazardous waste (pounds)	0.003

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**LONGVIEW, WASHINGTON, FACILITY**

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The environmental management system at Longview liquid packaging is registered to ISO 14001. Longview, Washington's newsprint (NORPAC) and pulp and liquid packaging mill is certified to the [SFI Certified Sourcing](#) standard, the [SFI](#) and [FSC](#) Chain of Custody standards (an FSC Chain of Custody-certified product is currently not available), and the [FSC Controlled Wood](#) standard. Certificates are available for each standard by clicking on the hyperlinks provided.

**MILL DATA**

Per ton of production

Category	Indicator	2011 Performance
Air emissions	Nitrogen oxide compounds (pounds)	3.4
	Particulate matter (pounds)	0.1
	Sulfur oxide compounds (pounds)	1.0
	Total reduced sulfur (pounds)	0.04
Water quality	Wastewater discharged (thousands of gallons)	13.7
	Total suspended solids (pounds)	3.1
	Biochemical oxygen demand (pounds)	1.5
	Adsorbable organic halides (AOX) (pounds)	0.18
Residuals management	Landfilled or lagooned (pounds)	136.8
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	1,835
	Disposed as hazardous waste (pounds)	0.006

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

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

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## NEW BERN, NORTH CAROLINA, CELLULOSE FIBERS MILL

The environmental management system at this mill is registered to ISO 14001. This mill is certified to the [SFI Certified Sourcing](#) standard, the [SEI](#), [PEFC](#), and [FSC](#) Chain of Custody standards (an FSC Chain of Custody-certified product is currently not available), and the [FSC Controlled Wood](#) standard. Certificates are available for each standard by clicking on the hyperlinks provided.

### MILL DATA

Per ton of production

Category	Indicator	2011 Performance
Air emissions	Nitrogen oxide compounds (pounds)	3.9
	Particulate matter (pounds)	1.1
	Sulfur oxide compounds (pounds)	3.3
	Total reduced sulfur (pounds)	0.45
Water quality	Wastewater discharged (thousands of gallons)	14.3
	Total suspended solids (pounds)	1.1
	Biochemical oxygen demand (pounds)	1.9
	Adsorbable organic halides (AOX) (pounds)	0.25
Residuals management	Landfilled or lagooned (pounds)	9.6
	Beneficially applied to land (pounds)	4.5
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	4,393
	Disposed as hazardous waste (pounds)	–

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**PORT WENTWORTH, GEORGIA, CELLULOSE FIBERS MILL**

The environmental management system at this mill is registered to ISO 14001. This mill is certified to the [SFI Certified Sourcing](#) standard, the [SEI](#), [PEFC](#), and [FSC](#) Chain of Custody standards (an FSC Chain of Custody-certified product is currently not available), and the [FSC Controlled Wood](#) standard. Certificates are available for each standard by clicking on the hyperlinks provided.

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Per ton of production

Category	Indicator	2011 Performance
Air emissions	Nitrogen oxide compounds (pounds)	5.7
	Particulate matter (pounds)	0.9
	Sulfur oxide compounds (pounds)	3.8
	Total reduced sulfur (pounds)	0.14
Water quality	Wastewater discharged (thousands of gallons)	28.5
	Total suspended solids (pounds)	6.9
	Biochemical oxygen demand (pounds)	1.2
	Adsorbable organic halides (AOX) (pounds)	0.24
Residuals management	Landfilled or lagooned (pounds)	–
	Beneficially applied to land (pounds)	158.6
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	5,311
	Disposed as hazardous waste (pounds)	0.003

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## ALL MILL DATA

### 2011 DATA FOR OUR CELLULOSE FIBERS MILLS

Per ton of production

	Air emissions				Water quality				Residuals management				
	Nitrogen oxide compounds (pounds)	Particulate matter (pounds)	Sulfur oxide compounds (pounds)	Total reduced sulfur (pounds)	Wastewater discharged <sup>1</sup> (thousands of gallons)	Total suspended solids (pounds)	Biochemical oxygen demand (pounds)	Adsorbable organic halides (AOX) (pounds)	Landfilled or lagooned (pounds)	Beneficially applied to land (pounds)	Other beneficial use (pounds)	Burned for energy <sup>2</sup> (pounds)	Disposed as hazardous waste (pounds)
<b>Columbus Modified Fiber, Mississippi<sup>3</sup></b>	0.2	0.4	–	–	0.3	0.04	0.5	–	–	–	–	5	–
<b>Columbus, Mississippi</b>	4.2	1.3	0.4	0.06	11.2	2.3	1.3	0.21	212	–	22	4,829	–
<b>Flint River, Georgia</b>	5.0	1.7	1.2	0.06	6.8	2.3	1.8	0.19	66	–	–	4,900	0.003
<b>Grande Prairie, Alberta, Canada</b>	5.0	0.5	2.4	0.14	12.7	2.9	2.7	0.53	236	–	–	4,276	0.003
<b>Longview, Washington<sup>4</sup></b>	3.4	0.1	1.0	0.04	13.7	3.1	1.5	0.18	137	–	–	1,835	0.006
<b>New Bern, North Carolina</b>	3.9	1.1	3.3	0.45	14.3	1.1	1.9	0.25	10	4	–	4,393	–
<b>Port Wentworth, Georgia</b>	5.7	0.9	3.8	0.14	28.5	6.9	1.2	0.24	–	159	–	5,311	0.003

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

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

3. Wastewater sent to publicly owned treatment works.

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

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## PRODUCTS

Our vision is to deliver superior sustainable solutions to the world. We are uniquely qualified to achieve our vision by addressing society's needs with products made from trees, a remarkable renewable resource.

Trees use sunlight, carbon dioxide and water to grow. We use innovation and long-term planning to help our trees grow straighter and stronger, and to yield more and better trees on the land we manage. Managed well, this vast resource can be responsibly used to provide shelter, create green energy and make lives more comfortable for centuries to come.

As we develop new products, we take health, safety, legal, regulatory and environmental issues into account by identifying potential concerns and mitigating or resolving any issues before commercializing a product.

### PRODUCT COMPLIANCE

Our commitment to product responsibility starts with complying with all applicable regulations. We work to ensure our food-contact packaging materials comply with the federal Food, Drug and Cosmetic Act regulations.

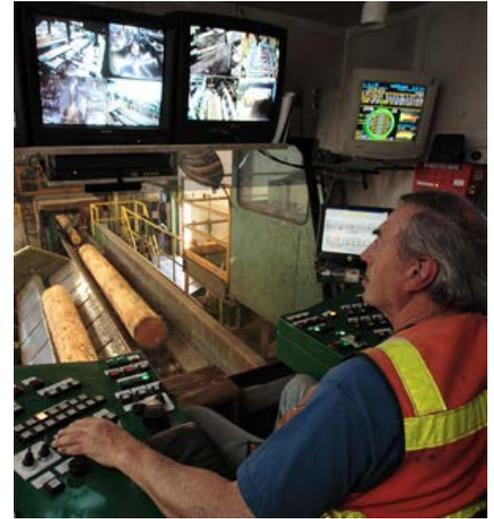
REACH, or Registration, Evaluation, Authorization, and Restriction of Chemicals, is a chemical regulation adopted by the European Union in December 2006. Weyerhaeuser is affected by this regulation, as it applies to the products that we export directly into the European Union or where we sell products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

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

### RELATED LINKS

[Learn more about our diverse range of products](#)

[Learn more about some of the new products we are developing in partnership with other companies](#)



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## ENVIRONMENTAL PROFILES

One of our 2020 sustainability commitments is to promote markets for sustainable products, with the goal of educating customers about the sustainability aspects of our products. To help achieve this goal, we developed Product Environmental Profiles that summarize the environmental attributes of our products from raw material sourcing to manufactured product (cradle-to-gate). These profiles are intended to inform our customers and answer their questions about key environmental indicators including partial carbon footprint, fiber sourcing, air emissions, water use, water discharges, and residuals management.

The following Product Environmental Profiles, based on 2010 data, are for some of our most popular products (updates and additional profiles are currently underway):

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

Our [Product Environmental Profile Methodology](#) contains more information about the parameters included in the profiles and how they are calculated.

### LIFE-CYCLE ASSESSMENT

Life cycle assessment (LCA) is a methodology to quantify the total environmental impacts of a product or service, from raw material extraction through to end-of-life. LCA is a useful tool but measuring all material inputs and environmental impacts from "cradle-to-grave" is complex and not always feasible. Instead, we estimate "cradle-to-gate" environmental impacts and communicate these with consumers through our Product Environmental Profiles as described above.

We use or participate in life-cycle assessments of our products based on business and customer needs. We have participated in industry LCA research, including a study conducted for the Japan Association for Milkcarton Recycling and the Committee on Milkcarton Environmental Issues. In our Wood Products business, we supported a consortium of 15 universities and research institutions in their LCA comparing wood, steel and concrete housing (see [Green Building](#)).



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## RESPONSIBLE MARKETING AND COMMUNICATIONS

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

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

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

As part of our annual reporting, we post whether or not we sold products banned in any markets. In 2011, we believe we did not sell products banned in any markets. We have staff in our businesses and law department with expertise on consumer protection and advertising law. We train our business marketing managers to comply with applicable laws and policies, including the Green Guides, and regularly conduct centralized reviews of selected advertising and marketing materials, especially if they involve environmental marketing claims.

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## PRODUCT STEWARDSHIP

We are committed to ensuring the sustainability of our products in the marketplace. One of our 2020 sustainability commitments is to ensure our products are made with sustainable resources. In turn, we adopted a Product Stewardship Policy in 2011, achieving one of our goals associated with this commitment. This policy, and associated implementation toolkit, was developed by a cross-business team and was approved by our senior management team.

Our Product Stewardship Policy states our commitment to integrate environmental, health and safety considerations into our products, from product design to end of life.

As part of this commitment, we provide our customers with accurate information about product attributes (including product handling and use of under foreseeable conditions) through comprehensive [Material Safety Data Sheets](#), labeling, and product information in accordance with regulatory requirements and sound product stewardship practices.



### PRODUCT STEWARDSHIP POLICY

It is Weyerhaeuser's policy to integrate environmental, health, and safety considerations into our products, from product design to end of life. Implementation of this policy will reduce risk and liability, promote compliance with applicable regulations and deliver sustainable products to the marketplace.

Company activities will be conducted to:

- Comply with applicable laws, regulations and company policies.
- Assess significant potential health, safety, environmental and related regulatory risks for materials incorporated into our products.
- Support research and testing on the health, safety and environmental impacts of our products and processes as indicated by a risk assessment.
- Consider environmental, health and safety aspects when assessing new or modified products over the product life-span, including development, raw material sourcing, manufacture, transport, marketing, use, recycling and disposal.
- Communicate accurately about product attributes, including product handling and use under foreseeable conditions, through material safety data sheets (MSDS), labeling and product information. Retain sufficient documentation to support this policy.

Leaders are responsible for:

- Ensuring compliance with this policy
- Assigning an accountable business manager who will ensure that product stewardship and compliance requirements are met for all products
- Ensuring that employees have sufficient training and resources to comply with this policy including access to site MSDS

Employees are responsible for:

- Employees are responsible for: Understanding and complying with this policy
- Engaging relevant subject matter experts when needed to comply with this policy
- Seeking guidance if they are uncertain about the applicability of this policy to their work

### NANOTECHNOLOGY

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

We are engaged in examining the benefits of this emerging technology. The health, safety and environmental aspects of any potential nanotechnology applications are considered across the product lifecycle. We are enabling the research and application of nanotechnology based on an approach that integrates economic, product and process opportunities with an understanding and consideration of environmental, health and safety aspects.

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## MATERIAL SAFETY DATA SHEETS

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

ID#	Product Name
<a href="#">WC 406-03</a>	3rd Generation CS10 Pulp
<a href="#">WC 186-21</a>	Bleached Kraft Pulp
<a href="#">WC 404-04</a>	CMC535
<a href="#">WC 316-12</a>	Creosote Treated Parallam PSL
<a href="#">WC 088-15</a>	Crude Sulfate Turpentine
<a href="#">WC 086-12</a>	Crude Tall Oil
<a href="#">WC 288-11</a>	CS10 Pulp
<a href="#">WC 443-02</a>	Fly Ash - Kenora
<a href="#">WC 225-14</a>	FR480, NB480
<a href="#">WC 291-07</a>	Green Douglas Fir Lumber - Mycostat Treated
<a href="#">WC 414-02</a>	HI-Clear Treated Products
<a href="#">WC 447-03</a>	Kraft Lignin
<a href="#">WC 292-03</a>	Liquid Packaging Board - Coated
<a href="#">WC 450-00</a>	Liquid Packaging Board - Uncoated
<a href="#">WC 413-04</a>	LUMIN Plywood
<a href="#">WC 312-09</a>	Microllam Laminated Veneer Lumber (LVL) and/or Parallam Parallel Strand Lumber (PSL)
<a href="#">WC 067-09</a>	Newsprint
<a href="#">WC 457-03</a>	Parallam Plus PSL (CA-C)
<a href="#">WC 311-12</a>	Parallam Plus PSL (CCA)
<a href="#">WC 449-03</a>	Pearl 429 and Awayuki 429 Kraft Pulp (Cellulose)
<a href="#">WC 439-04</a>	Pearl 428 and Awayuki 428 Kraft Pulp (cellulose and specialty additive)
<a href="#">WC 301-12</a>	Plywood
<a href="#">WC 488-00</a>	Southern Pine Lumber - AntiBlu Treated
<a href="#">WC 384-02</a>	Specialty Pulp: FR120
<a href="#">WC 321-07</a>	TJI Joist
<a href="#">WC 496-00</a>	TJI Joist with Flak Jacket Protection
<a href="#">WC 313-08</a>	TimberStrand LSL, TJO Joist, iLevel Shear Brace
<a href="#">WC 446-00</a>	Unbleached Pulp
<a href="#">WC 432-01</a>	Wet Lap
<a href="#">WC 203-26</a>	Weyerhaeuser Edge and Edge Gold
<a href="#">WC 492-01</a>	Weyerhaeuser Insulated Rimboard
<a href="#">WC 490-01</a>	Weyerhaeuser Insulated Structural Corner
<a href="#">WC 491-01</a>	Weyerhaeuser Insulated Structural Header
<a href="#">WC 485-02</a>	Weyerhaeuser OSB Sheathing
<a href="#">WC 337-10</a>	Weyerhaeuser RBS Roof Sheathing
<a href="#">WC 335-11</a>	Wood and Wood Dust (Without Chemical Treatments or Resins/Adhesives)
<a href="#">WC 453-01</a>	Writing and Printing Paper
<a href="#">WC 315-11</a>	Zinc Borate-treated TimberStrand



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## GREEN BUILDING

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

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

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

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

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

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

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

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

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

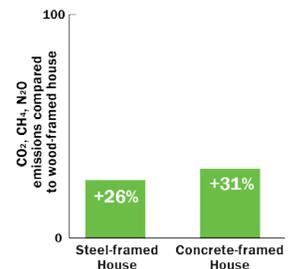
### RELATED LINKS

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

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### WOOD PRODUCTS HAVE LOW EMBODIED GREENHOUSE GAS EMISSIONS<sup>1</sup>



<sup>1</sup> Consortium for Research on Renewable Industrial Materials, Report on Environmental Performance Measures for Renewable Building Materials

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## HOMEBUILDING ACTIVITIES

Weyerhaeuser Real Estate Company's five homebuilding subsidiaries are at the forefront of building energy-efficient homes, reducing water use and introducing other green features that consumers now expect in newly built homes. Each company has been acknowledged for their leadership in green building by various entities, including the federal government's ENERGY STAR® program, industry associations, and/or by state or local governments.

### LIVINGSMART

Weyerhaeuser Real Estate Company offers its LivingSmart® green-building program to all new homes it builds. LivingSmart — a combination of features that create energy efficiencies, conserve resources, improve air and water quality, and minimize water consumption. LivingSmart homes are designed to exceed local building codes and be at least 15 percent more efficient than the applicable energy codes. LivingSmart home attributes include:

- Resource efficient engineered wood, including Weyerhaeuser Wood Products
- Low VOC insulation, grout, adhesives, and interior paint to contribute to better indoor air quality
- Radiant barrier roof sheathing to reflect heat away from the attic
- Energy-efficient HVAC systems with sealed ducts
- Certified, third-party inspections to verify above code energy efficient design and quality installation practices
- Low-E spectrally selective glass windows, which reduce heat and ultraviolet (UV) rays and provide optimal insulation
- Programmable thermostat with multiple time and temperature settings
- Plush, stain-resistant carpeting made from 100 percent recycled soda bottles
- Convenient recycling center discreetly housed in kitchen cabinet
- High water efficiency showerheads, toilets and WaterSense® labeled faucets, dramatically cutting water usage while maintaining desired water pressure
- High performance insulating stucco system to improve energy efficiency



### HOME ENERGY EFFICIENCY

As part of our 2020 sustainability goal to educate customers about the sustainability aspects of our products, our homebuilding subsidiaries started using the [Home Energy Rating System](#) (HERS) established by the Residential Energy Services Network (RESNET) as a measure of home energy efficiency.

A home built to the specifications of the HERS Reference Home (based on the 2006 International Energy Conservation Code) scores a HERS Index of 100, while a net zero energy home scores a HERS Index of zero. The lower a home's HERS Index, the more energy efficient it is. Each one-point decrease in the HERS Index corresponds to a one percent reduction in energy consumption compared to the HERS Reference Home. Thus, a home with a HERS Index of 85 is 15 percent more energy efficient than the HERS Reference Home.

We intend to report more fully on HERS scores in future years.



### GREEN BUILDING HIGHLIGHTS

Each of Weyerhaeuser Real Estate Company's homebuilding subsidiaries have unique attributes and highlights related to sustainability. Green building highlights from each company are provided in the following section.

- [Pardee Homes](#) ▼
- [Quadrant Homes](#) ▼
- [Trendmaker Homes](#) ▼
- [Winchester Homes](#) ▼
- [Maracay Homes](#) ▼
- [Sustainability in Action: Follow the Green Build](#) ▼

### PARDEE HOMES

Pardee Homes implements sustainable practices in both its Master Plan Development design as well as the homes it builds. Pardee Homes sets aside and protects open space during master plan development and is a model for revegetation and restoration techniques, vernal pool protection, and water saving and native plant material designs for community areas.

Pardee Homes was the creator of the LivingSmart brand and has been building in a sustainable manner since 1998 in southern California and southern Nevada.

As a leader in green building, Pardee Homes has qualified for various designations including ENERGY STAR® Partner, California Green Builder, and now the National Green Building Standard (NGBS).



Pardee Homes is California's first production homebuilder building an entire new home neighborhood certified to the NGBS™ by the National Association of Home Builders (NAHB) Research Center, an internationally recognized, independent third party. In this neighborhood, LivingSmart Homes in Santa Clarita's Fair Oaks Ranch®, homes are built to the Gold-level criteria of the NGBS.

Homes built by Pardee Homes are inspected by qualified third parties, in addition to jurisdictional inspectors, to verify energy efficiency features and proper installation of HVAC systems and insulation.

Pardee Home's history of sustainable building has been recognized in its market areas by both customers and the jurisdictions where they build.

#### Awards and Recognition:

- NAHB Research Center's National Green Building Standard Gold certification, 2011
- EcoHome 2011 Design Award
- National Association of Home Builders' 2010 Green Building Corporate Advocate of the Year
- National Association of Home Builders' 2009 Green Project of the Year

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## QUADRANT HOMES

Quadrant was the first major Washington State production homebuilder certified as an ENERGY STAR builder. Quadrant also partners with local land trusts who work to preserve wetlands, stream corridors, forest areas and urban open spaces and gives homeowners the opportunity to join a conservancy group at no cost to them. "[Friends of Quadrant Homes](#)" is an interactive website launched by Quadrant to help advance healthy, thriving communities.

Quadrant's [Living Sound program](#) offers customers a variety of ways to live more sustainably in their communities and in their homes. Standard features include:

- Erosion control methods to help keep silt and loose soil out of streams
- Neighborhood planning to preserve natural areas and provide parks and recreation
- Landscaping choices suitable for the site, reducing water and fertilizer use needed for plant growth
- Programmable thermostats, low-emissivity windows, and ENERGY STAR lighting
- High-efficiency water heater that uses less energy to maintain the same level of hot water
- House wrap that envelops the home and improves energy efficiency by protecting it from water intrusion and air infiltration
- Building materials which include recycled content, such as carpets, insulation and drywall
- Advanced framing techniques during construction reduce material waste

Quadrant also recently released their own sustainability report, available [here](#), highlighting their commitment to preserving the future by building sustainable homes, communities and profits.

#### Awards and Recognition:

- 2012 ENERGY STAR for Homes Leadership in Housing Award by the U.S. Environmental Protection Agency
- 2011 Eastside Sustainable Business of the Year by the Bellevue, Wash., Chamber of Commerce
- 2009 ENERGY STAR Leadership in Housing Award by the U.S. Environmental Protection Agency
- 2007 Built Green™ Large Builder Award
- 2007 Association of Washington Businesses Environmental Award



**QUADRANT HOMES**

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## TRENDMAKER HOMES

Trendmaker Homes' commitment to green building began over 10 years ago — not just for the planet and its resources, but for every family who wants their home to be

as healthy, comfortable, and cost-efficient as possible. Trendmaker is of the first builders in the Houston, Texas, area to participate in the U.S. EPA's ENERGY STAR Program.

Trendmaker's mission statement speaks to environmental and social sustainability: "Trendmaker will build homes using sustainable products, processes, and goals. In the communities we operate, we will achieve short term results without compromising long term prosperity."

Trendmaker's LivingSmart program was developed to fulfill this mission while providing conservation, durability, health, comfort, and savings through its four core components: HealthSmart™ EnergySmart™, EnergySmart™, WaterSmart™.

In addition to the LivingSmart program, Trendmaker's green building features and methods of construction are chosen to comply with the Greater Houston Builders Association's Green Built Gulf Coast Program.

#### Awards and Recognition:

- 2009 ENERGY STAR Leadership in Housing Award by the U.S. Environmental Protection Agency

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## WINCHESTER HOMES

Camberley Homes, a division of Winchester Homes launched its Centennial Collection of homes and completed its high performance model home. Created in partnership with the National Association of Home Builders (NAHB) Research Center and sponsored by the U.S Department of Energy (DOE), Camberley Homes participated in the Build America Builders Challenge program which is designed to develop technologies and construction methods necessary to build cost effective net zero energy homes by the year 2030.

Construction details were developed in collaboration with energy efficiency and construction experts at the NAHB Research Center, the U.S. Department of Energy, and Winchester materials suppliers and trade partners. It was designed as a whole home systems approach, from the inside out, to achieve an optimized, balanced system that includes all elements of the house.

Key features include:

- Advanced wood framing system using 2 X 6/24"oc exterior walls, fully optimized and engineered structure including 24"oc floor framing and other engineered wood products from certified sustainable forests. This was facilitated by Weyerhaeuser's Wood Products advanced framing experts and design tools.
- Spray foam sealing of all exterior cracks and seams. Blown in exterior insulation versus batting reduces gaps, voids, and compressions which reduce the effectiveness of insulation. 60 percent more in the 2x6 walls. Gasket waterproof system at the foundation.
- All ductwork in conditioned space versus 2nd floor runs in the attic. Sealing of all ductwork virtually eliminating any duct leakage. Right-sized single system 92.5 percent high efficiency gas furnace, 90 percent combustion efficient hot water with continuous 3gpm production, fresh air ventilation, and programmed temperature/humidity control.
- Energy Star appliances, high efficacy lighting, low VOC paints, solvents, and adhesives
- Design and construction details resulted in a home that is 40 percent more energy efficient than a typical new home and current (2006) energy code requirements. Independent testing and post construction monitoring confirmed a Home Energy Rating System (HERS) index of 53. This is the lowest HERS score most energy efficient home that we know of in Winchester's market.
- The home was third-party verified to the Department of Energy Builders Challenge, the ANSI National Green Building Standard ICC 700 (Silver Level), and ENERGY STAR Qualified.

Through a combination of reducing energy demand, superior air sealing and insulation and a combination of HVAC/appliances, and other design and construction methods, Winchester found they can provide a cost effective means of delivering high performance energy efficiency that is also more comfortable, quieter and cleaner. These design and construction techniques are now being incorporated into future new home designs.

#### Awards and Recognition:

- Winchester's [Show Home of Ideas](#) was the first new home certified by the Design for Life Montgomery program, the NAHB's Model Green Home Building Guidelines Program and ENERGY STAR.

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## MARACAY HOMES



Maracay Homes' ENERGY STAR-certified floor plans feature the latest technologies in sustainable building practices. In addition, the company's LivingSmart program is a comprehensive approach to responsible development, high-performing homes and cost-savings for homeowners. Recognized and certified by the Residential Energy Services network (RESNET), Maracay Homes' floor plans average a 65 index on the HERS scale — one of the lowest among all homebuilders in the state of Arizona and also well below the industry index average of 85 to 100.



**Maracay Homes**  
Choices for the way you want to live.

Maracay Homes is also working in partnership with the National Association of Home Builders (NAHB) Research Center and the U.S Department of Energy (DOE) as the newest member of the Build America Builders Challenge program. This program is designed to develop the best performing and most affordable methods of increasing energy performance of home below a HERS index of 50 while addressing the energy efficiency enhancements within a community. In collaboration with energy efficiency and construction experts at the NAHB Research Center, the U.S. Department of Energy, and Maracay Homes materials suppliers and trade partners — the company will offer its newest series of floor plans developed to attain the following goals:

- Reduction of overall energy consumption and energy costs in the home;
- Development of the most cost effective solutions for whole-house energy savings;
- Optimize the homesite building envelope features;
- Optimize heating, cooling and domestic hot water systems;
- Improve occupant comfort and livability; and
- Emphasize use of sustainable, environmentally friendly energy sources, technologies and products where economically feasible.

#### Awards and Recognition:

- 2012 ENERGY STAR Leadership in Housing Award — recognizing Maracay Homes' work in promoting energy efficient construction and helping to protect the environment through its partnership with ENERGY STAR
- 2011-12 Southern Arizona Home Builder Association Builder of the Year

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## › SUSTAINABILITY IN ACTION

### Follow the Green Build

Earlier this year, in its home region of Los Angeles, Pardee Homes opened the newest community in its series of LivingSmart Homes, featuring its most advanced green technologies. LivingSmart Homes at Fair Oaks Ranch qualified for the National Green Building Standard Gold level, the first neighborhood in Southern California to receive this distinction.

With home energy bills as low as \$23 a month, homes in this series represent the latest evolution of Pardee's 13-year history of building homes above local energy codes and of Pardee's LivingSmart, the first green brand in WRECO's homebuilding companies.

LivingSmart incorporates four elements of green building—EnergySmart, WaterSmart, HealthSmart, and EarthSmart. By making environmental principles easy to understand and communicate, the LivingSmart brand has earned Pardee a reputation as a leader in green building with both jurisdictional decision makers and consumers alike.

As part of a program to educate homebuyers about the benefits of green building, Pardee created a video series showcasing the steps involved in its green building program featuring LivingSmart Homes at Fair Oaks Ranch as the setting. The "Building a Green Homes" series, featured on YouTube, Facebook, and Pardee's Smart Solutions blog, also underscores the high quality of Pardee's home construction, a key part of good green building science.

Meet Superintendent Mike Carillo, who is standing on a graded lot that we will watch become a Pardee-built, Gold-certified green home. Each video represents a very short overview of a step in the process of building a new home.

			
<b>Getting Started</b>	<b>The Foundation</b>	<b>Framing Day</b>	<b>Reducing Waste</b>
			
<b>Insulation Inspection</b>	<b>Air Quality and Ventilation</b>	<b>Living Smart</b>	<b>Energy Savings!</b>

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## BUILDING GREEN WITH WOOD

Our [Wood Products](#) business, offers several solutions to meet the needs of builders committed to green construction (in 2011, we changed our wood products business name from iLevel back to Weyerhaeuser Wood Products). Most products and services are eligible for points under most major green-building standards. Also available are leading products, software and support services for builders to help them meet the requirements of these standards, including ENERGY STAR®.

### ENERGY-EFFICIENT MATERIALS AND TECHNIQUES

Weyerhaeuser's Wood Products business is making it easier for builders to construct homes using more energy-efficient materials and techniques. In 2011, we introduced the Insulated Series in select markets to help meet the new 2011 federal ENERGY STAR® Homes and 2009 International Energy Conservation Code. This integrated set of preassembled headers, rim board and corners deliver higher insulating values, reduce thermal bridging and optimize materials and labor.

Our Wood Products business promotes innovative construction techniques, such as NextPhase® Site Solutions, which can reduce jobsite 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.



### NATIONAL ASSOCIATION OF HOME BUILDERS "GREEN" DESIGNATION

Our entire wood products line was the first to receive a "green" designation from the National Association of Home Builders (NAHB) Research Center and was certified in early 2009 for use under the National Green Building Standard™. Green credits are pre-approved by NAHB and then a certificate is given to builders as proof of the green characteristics of our wood products. The builder can use those certificates with code authorities and others to obtain 'green' designations. As this standard continues to grow in popularity, we are proud to have been one of its earliest supporters and adopters.

### PRODUCT LINE CERTIFICATION

We were also the first manufacturer to have our entire wood products line independently certified for sustainability by the ICC Evaluation Service® under its innovative SAVE™ Program (Sustainable Attributes Verification and Evaluation).

The certification, first achieved in September 2009, includes verification of sustainable sourcing and production, as well as an evaluation of how wood products solutions can be eligible for points under major green building standards, including the NAHB/ICC® National Green Building Standard, the 2010 California Green Building Standards Code (CALGreen), Green Globes™ and several of the U.S. Green Building Council's LEED® versions, including:

- LEED for Homes 2008
- LEED 2009 for New Construction and Major Renovations
- LEED 2009 for Schools
- LEED 2009 for Core and Shell Development
- LEED 2009 for Commercial Interiors
- LEED for Existing Buildings 2008

The ICC-ES SAVE certification introduces a common standard for green-building eligible products and simplifies the green building process for builders using our wood products. We also offer companion software programs and support services to further improve structural frame efficiency and minimize waste.

## SUSTAINABILITY IN ACTION

### Lyptus decking gets a royal welcome

It's the world's most famous garden event. Britain's Chelsea Flower Show attracts hundreds of thousands of visitors each year, including Queen Elizabeth, other royalty, and high-profile celebrities — as well as people who do their own gardening.

The Chelsea exhibition showcases gardens that push the boundaries of design and architectural vision. In 2011, Weyerhaeuser's Brazilian-grown Lyptus® hardwood was helping with that push. Lyptus decking was used in a garden commissioned by His Serene Highness Prince Albert II of Monaco and created by award-winning designer Sarah Eberle.

The Monaco Garden is an attempt to weave together landscape and architecture. It offers aesthetic and environmentally sustainable solutions to high-density living. Lyptus perfectly highlights the deck, overhead fascias, and a cantilevered staircase.

"Lyptus decking," says Eberle, "provided the warmth of color we needed to recreate the Mediterranean environment but, importantly for the ethos of the garden, is backed up by proven environmental credentials."

Lyptus decking is produced using fast-growing plantation eucalyptus from certified forests that are sustainably managed. It's a great alternative to the traditional tropical species often used for hardwood decking.

At the show, a new Lyptus distribution agreement with a national merchant chain was signed and a BBC presenter reported that the product was "set to revolutionize decking in our landscapes and gardens."

"Lyptus has been fully tested," says Phil Leupold, Weyerhaeuser's director of international sales and marketing, "and shown to perform as a decking product in the European climate. Its success at the Chelsea Flower Show will hopefully give it the platform from which to grow as a leading hardwood decking in this market."



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## GREEN BUILDING STANDARDS

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

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

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

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

### NAHB MODEL GREEN BUILDING GUIDELINES

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

### NAHB NATIONAL GREEN BUILDING STANDARD APPROVED

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

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

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

### GREEN GLOBES

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

### LEED

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



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We use a variety of modes of transportation for our raw materials and finished products. We rely primarily on third parties to meet our transportation needs, but also operate our own systems.

In 2011, our private truck fleet included 261 trucks that traveled over 9 million miles. Our truck fleet seeks to operate as efficiently as possible. In many units, fuel efficiency is monitored monthly and shared to create competition for improvement among the drivers.

Our fleet of trucks implemented several energy saving programs over the past few years, including vehicle idle time reduction training, initiatives to increase the miles per gallon, fleet upgrades to more modern vehicles, and other energy saving opportunities. As a consequence of these programs, significant reductions in air pollutant emissions have been realized.

In addition, we strive to maintain the safest fleet program as possible. In recognition of these safe practices, Weyerhaeuser's Department of Transportation Manager recently received the "Private Fleet Safety Professional of the Year" award from the National Private Truck Council.



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## SYSTEMS

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

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

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



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## ENVIRONMENTAL MANAGEMENT SYSTEMS

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

Each operation sets targets appropriate to its circumstances. As each unit improves, so does the company's performance as a whole, continually reducing our environmental footprint. Over time, operations will align their individual environmental management system goals with the related goals on our long-term sustainability strategy. A comprehensive "environmental essentials" training tool is available for employees who manage such issues at their sites. In one business, our corporate environmental managers host quarterly webinars to discuss environmental priorities, and share lessons learned across sites. In another business, environmental managers from manufacturing operations coordinate a similar sharing network.

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. At the end of 2011, 20 percent of our manufacturing facilities had an EMS registered to ISO 14001. Our sustainability strategy includes a commitment that more than 90 percent of our facilities have an EMS in place that is "ISO-ready," meaning that it meets ISO 14001 standards but has not been formally registered to ISO 14001. In 2011, 95 percent of our manufacturing facilities had an ISO-ready EMS in place.

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

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

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100%

Percentage of our North American forestlands certified to SFI standards

95%

Percentage of our manufacturing facilities that have an ISO-ready environmental management system in place.

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## ENVIRONMENTAL COMPLIANCE

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

- [Environmental Audits](#)
- [Incidents and Penalties](#)
- [Capital Spending](#)
- [Environmental Remediation](#)
- [Sustainability in Action: 15 years of Project eXcellence and Leadership](#)

### ENVIRONMENTAL AUDITS

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

In 2011, internal environmental compliance audits covered approximately 25 percent of our operations. Our environmental compliance audits identify instances where operations may not comply with either regulatory requirements or company environmental policies. When noncompliance issues are identified, a corrective action plan is developed and implementation is tracked to ensure timely resolution.

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### INCIDENTS AND PENALTIES

Despite our audit program and commitment to operate in compliance, we sometimes experience incidents of noncompliance. In 2011, our penalties increased compared with 2009 and 2010.

#### U.S. AND CANADIAN ENVIRONMENTAL NONCOMPLIANCE PENALTIES

In thousands of U.S. dollars

	2007 <sup>1</sup>	2008 <sup>2</sup>	2009	2010	2011
<b>Fines and penalties</b>	\$15	\$131	\$80	\$35	\$127
<b>Supplemental environmental projects<sup>3</sup></b>	\$9	\$1	\$0	\$0	\$0

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

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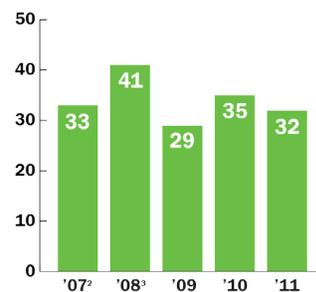
### CAPITAL SPENDING

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

It is difficult to isolate the environmental component of most manufacturing capital projects. Our capital expenditures for environmental regulatory requirements in 2011 were an estimated \$5 million (approximately 2 percent of total capital expenditures). Based on our understanding of current regulatory requirements in the U.S. and Canada, we expect no material capital expenditures for environmental compliance in 2012. These capital expenditures exclude acquisitions and Real Estate.

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#### ENVIRONMENTAL NONCOMPLIANCE INCIDENTS IN THE UNITED STATES AND CANADA<sup>1</sup>



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

<sup>2</sup> Weyerhaeuser Real Estate Company data first included in 2007.

<sup>3</sup> 2008 data includes facilities sold in August 2008 to International Paper.

## ENVIRONMENTAL REMEDIATION

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

We have established reserves for estimated remediation costs on the active Superfund sites and other sites for which we are responsible.

In 2011, we had 55 active projects and spent approximately \$5 million on environmental remediation. We expect to spend approximately \$6 million on environmental remediation in 2012.

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### SUSTAINABILITY IN ACTION

#### 15 years of Project eXcellence and Leadership successes for Flint River mill

In 2011, our Flint River cellulose fiber mill, in Oglethorpe, Georgia, completed their Project eXcellence and Leadership (XL) agreement. This project dates back to 1996, when the Flint River mill was accepted into the EPA's voluntary Project XL program, designed to recognize environmental performance that exceeds to what could be achieved through compliance with existing and reasonably anticipated future regulations. The Final Project Agreement, intended to provide both flexibility in environmental reporting and permitting along with avoidance of capital spending, was a 15-year agreement among the EPA, Flint River's stakeholders, and the Flint River mill.



Much was accomplished over the past 15 years, including:

- Water use reduced by approximately 35 percent
- Effluent biochemical oxygen demand (BOD) reduced by approximately 45 percent
- Effluent color reduced by approximately 27 percent
- Total reduced sulfur (TRS) emissions reduced by approximately 64 percent
- Solid waste reduced by approximately 87 percent
- Energy use reduced by 14 percent

The project was supported by stakeholder groups including, among others, Georgia Environmental Protection Division, Georgia Southwestern University, the Lake Blackshear Watershed Association, and the Georgia Delegation to the US Congress. As part of the commitment to Project XL, annual stakeholder meetings were held and invitees included local mayors, county officials, EPA staff, Georgia EPD staff, academia, neighbors, and anyone interested in the project.

Below is a brief history of some of the improvements during the Project XL time period:

- **1997:** Signed Project XL agreement with the EPA
- **1998:** Received Voluntary Protection Program star site designation
- **1999:** Installed new packaging line
- **2000:** Installed new top level on dryer
- **2000:** Implemented new work design (100 reduction)
- **2001:** Completed work design (325 to 240 reduction)
- **2002:** Received Environmental ISO 14001 EMS Certification
- **2003:** Upgraded Concentrated Non-Condensable Gas (CNCG) system
- **2004:** Installed lime kiln and woodyard upgrade
- **2005:** Installed new chip feed system in digester and upgraded recovery furnace liquor feed
- **2007:** Installed additional aerators in wastewater treatment system
- **2008:** Dredged 1st cell of wastewater treatment system
- **2009:** Installed turpentine standpipe
- **2010:** Repaired recovery furnace economizer
- **2011:** Installed natural gas capability on power boiler
- **2011:** Started new chip stacker reclaimers
- **2011:** Started new scalehouse
- **2012:** Held final Project XL stakeholder meeting

Although this project is completed, the mill will continue to implement measures to improve its environmental performance. The pending Boiler MACT regulation could require significant capital to reduce further particulate and carbon monoxide emissions from the power boiler. Additional water quality and quantity standards are expected to be promulgated in Georgia as well. To meet the targets, the mill continuously monitors water use, color, and effluent standards on a daily basis in morning production meetings.

Additionally, in 2002, the mill became third party certified to the ISO 14001 EMS standard. To meet one of the requirements of the

standard, the mill must to annually establish environmental targets and objectives which are similar to the Project XL goals. So, although Project XL is complete, the mill will continue to look for opportunities to be a leader in environmental management and compliance.

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## ENVIRONMENTAL CORE POLICY

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

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

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

Business activities will be conducted to:

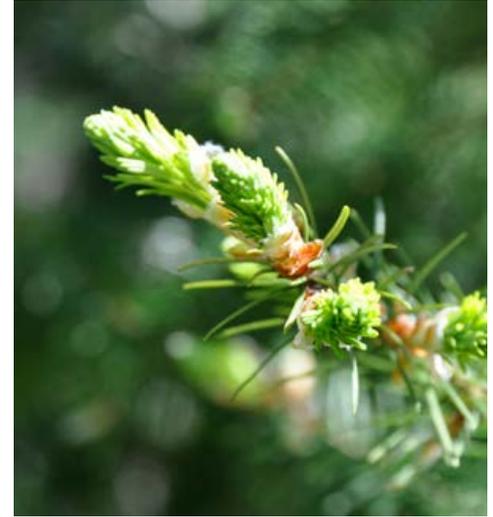
- Employ environmental management systems to achieve company expectations.
- Manage the environmental impacts of our business activities and products, including innovative and advanced technology solutions.
- Implement and execute a residuals and solid waste management plan consistent with the company's financial and environmental goals, minimizing life cycle costs including potential future liabilities.
- Promote environmental laws, policies and regulations that are based on sound science and that incorporate incentive-based approaches to improve environmental performance.
- Adopt company policies to protect the environment.
- Manage forest lands for the sustainable production of wood while protecting water quality; fish and wildlife habitat; soil productivity; and cultural, historical and aesthetic values.
- Audit compliance with environmental laws, policies, regulations and company requirements.
- Resolve noncompliance conditions promptly, including when necessary, curtailing operations to protect human health and the environment.
- Track and publicly report on our environmental performance.

All leaders are responsible for:

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

Employees are responsible for:

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



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## AWARDS &amp; RECOGNITIONS

From our forward-looking forestry practices of a century ago, to the new products and strategies of today, Weyerhaeuser seeks to set the standard for sustainability. Although the bar is set higher each year, we are well equipped to meet the challenge. Evidence of our successes can be seen in the following awards, organized by our three sustainability pillars:

[Performance](#) ▼[People](#) ▼[Planet](#) ▼

## PERFORMANCE

## DOW JONES SUSTAINABILITY INDEX

We were included on the Dow Jones Sustainability World Index for the 2011/12 cycle, the only North American forest products company in the category of building materials to be named.

The annually reviewed index is based on companies' economic, environmental and social performance in areas such as corporate governance, risk management, climate change, branding, supply chain standards and labor practices. Results of the review are available to asset managers in 14 countries for portfolios tailored for the sustainability-minded investor. Previously, we had been included on the Dow Jones Sustainability North American Index since 2005.



## THE SUSTAINABILITY YEARBOOK

We were once again awarded a Bronze Class distinction in the Sustainability Yearbook 2012 – one of the world's most comprehensive publications on corporate sustainability and the related challenges and opportunities for companies. Only the top-scoring 15 percent of the world's largest 2,500 companies participating in Sustainable Asset Management's Corporate Sustainability Assessment are eligible for inclusion in the Sustainability Yearbook. The Bronze Class distinction means that we scored within a range of 5 to 10 percent from the Sector Leader, the company with the highest score in the sector. We have been part of the Sustainability Yearbook since 2011.



## FORTUNE MOST ADMIRED

Fortune magazine ranked us the third most admired forest and paper products company in the world in 2012. We held the position of the second most admired in our industry in America from 1988 to 2009, and was first most admired in our industry in 2011. We also tied for tenth among all companies for best in social responsibility in 2011. The rankings are based on a survey of industry executives and financial analysts who rate companies in nine categories: innovation, people management, use of corporate assets, social responsibility, quality of management, financial soundness, long-term investment, quality of products/services, and global competitiveness.



## FTSE4GOOD

In 2012, we were once again independently assessed according to the FTSE4Good criteria, and satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index company FTSE Group, FTSE4Good is an equity index series that is designed to facilitate investment in companies that meet globally recognized corporate responsibility standards. Companies in the FTSE4Good Index Series have met stringent social and environmental criteria, and are positioned to capitalize on the benefits of responsible business practice. We have been included in the FTSE4Good Index Series 2005 through 2008 and since 2011.



FTSE4Good

## GLOBAL 100 MOST SUSTAINABLE CORPORATIONS IN THE WORLD

We were included at number 31 on the Global 100 Most Sustainable Corporations in the World in 2011. Analysis for the Global 100 is based on the work of a group of sustainability research providers who identify the top ten percent of sustainability and financial performers from a global universe of 3,500 stocks. They then rank the top performers based on a set of Key Performance Indicators (KPIs) calculated using environmental, social, governance (ESG) and financial data. Launched in 2005, the Global 100 is announced each year at the World Economic Forum in Davos, Switzerland.



## OEKOM PRIME STATUS

In early 2011, we were awarded Prime status by oekom research. 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. oekom's assessment is based on more than 100 indicators covering areas of social, cultural and environmental sustainability. Prime status is awarded to one in six of the

companies analyzed. oekom research is one of the leading rating agencies worldwide in the field of sustainable investment.

### ECPI GLOBAL EQUITY INDICES

International rating and index company ECPI first added us to its Global Equity Indices in 2007. ECPI Indices are used as benchmarks, investment, and risk management tools and are designed to provide exposure to sustainable investments tracking for the financial world. We are currently included on four indices: ECPI's Global ESG Alpha Equity, Ethical Index Global, Global Alpha 40, and Developed Ethical + Equity indices.



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## PEOPLE

### BENCHMARK REPORT SAFETY LEADER

We ranked third out of forty three companies in safety performance (measured by recordable incident rate) in the 2011 Benchmark Report published by the American Forest and Paper Association.

### PULP AND PAPER SAFETY ASSOCIATION AWARDS

The Pulp and Paper Safety Association awarded our Grande Prairie cellulose fibers facility for their safety performance in the 2011 Best Record in the Pulp Mill category. The Pulp and Paper Canada magazine also recognized the Grande Prairie facility as the safest mill in Canada. The facility was the only mill out of forty one that had no recordable injuries in 2011.

### ALBERTA FOREST PRODUCTS ASSOCIATION AWARDS

Weyerhaeuser Company in Alberta was among those recognized by the Alberta Forest Products Association's health and safety awards in 2011. Our Grande Prairie and Drayton Valley saw mills were recognized as first in safety in their sector. The Association also recognized the Grande Prairie Cellulose Fibers facility with:

- The best three-year performance for the years 2008 through 2010;
- The Directors award presented for leadership that includes mentoring other organizations; and
- The President's award for top performance in all categories and across business sectors for the second year in a row.

### SOUTHERN FOREST PRODUCTS ASSOCIATION SAWMILL SAFETY AWARDS

The outstanding safety records of four of our sawmills, located in Bruce and Philadelphia, Miss.; New Bern, N.C.; and Holden, La., were recognized by the Southern Forest Products Association with Sawmill Safety Awards for zero incidents in 2010. Safety performance is judged by how each mill's safety record stacks up against mills wither comparable lumber output throughout the year.

### NATIONAL ASSOCIATION OF HOME BUILDERS

One of our homebuilding subsidiaries, Winchester Homes, received two of the National Association of Home Builders safety awards for excellence. Winchester Homes' Director of Safety and Risk Management was named Safety Professional of the Year and Winchester won for the Single- Family Home Builder Safety Program of the Year (100 – 500 homes).

### U.S. OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION'S VOLUNTARY PROTECTION PROGRAM

We participate in the U.S. Occupational Safety and Health Administration's Voluntary Protection Program (VPP). This program promotes and recognizes effective safety and health management programs. VPP recognizes two levels of accomplishment: star and merit. Star sites serve as models for health and safety in the industry and as mentors to other companies. Our Denver, Col., Distribution Center became a VPP Star site in 2011.

### ETHISPHERE

In 2012, we were named one of the "World's Most Ethical Companies" by the Ethisphere Institute for the third time. This annual list from the institute features 145 companies across more than 36 industries. Companies are selected based on criteria including corporate citizenship and responsibility, ethics and compliance program, corporate governance, reputation, leadership and innovation and a culture of ethics. We were also named as one of the World's Most Ethical Companies in 2009 and 2010.



### CORPORATE RESPONSIBILITY MAGAZINE 100 BEST CORPORATE CITIZENS 2012

We were once again named to the Corporate Responsibility Magazine 100 Best Corporate Citizens in 2012. We ranked #60 in 2012 and have been included on the list since 2008. The rankings are based on more than 360 data points of public information in seven categories: environment, climate change, human rights, philanthropy, employee relations, financial performance and governance.



#### TOP FOREIGN CORPORATE CITIZENS IN CANADA

*Corporate Knights*, a quarterly Canadian magazine that promotes responsible business practices within Canada, included us as one of 13 companies honored as a "Top Foreign Corporate Citizens in Canada" in 2010. Citizenship indicators include pension fund quality, diversity on the company's board of directors and at senior level positions, CEO-pay fairness, as well as sector-specific indicators such as renewable energy investment and respect for human rights.

#### NATIONAL HEAD START ASSOCIATION: 2011 CORPORATE AWARD WINNER

Our Longview, Wash., newsprint joint venture NORPAC employees won the 2011 Corporate Award from the National Head Start Association, following previous local and state awards. For five years, NORPAC employees have donated time and money to contribute to southwest Washington Head Start, including providing new playground equipment and tricycles, repairing equipment, conducting a winter clothing drive and more.

#### OUTSTANDING VOLUNTEER PROGRAM

United Way of King County, where our corporate headquarters are located, recognized our employee volunteer program, [Making Waves](#), as the 2011 Outstanding Volunteer Program. The program supports employee volunteers through volunteer training and grant opportunities.

#### ASSOCIATION OF WASHINGTON BUSINESS COMMUNITY SERVICE AWARD

Our employee volunteerism efforts were recognized in 2011 by the Association of Washington Business. We received a Community Service Award in the category of "recognizing volunteerism."

#### BLACK ENTERPRISE MAGAZINE RECOGNITION

Our chief diversity officer, was named to Black Enterprise's 2011 list of the "Top Executives in Diversity in Corporate America."

#### MAGAZINE READERS CHOOSE BEST DIVERSITY COMPANIES

In 2011, we were identified as a "Best Diversity Company" by the readers of Diversity/Careers in Engineering and Information Technology magazine. The publication asked readers and website visitors to identify organizations that employ technical professionals in the United States. The results recognize the top 100 that scored highest for support of minorities and women, attention to work/life balance, and commitment to supplier diversity. This is the fourth consecutive year we received the nomination.

One of our research scientists was also featured in the magazine for her work in sustainability research on land and soil.

#### LEADING DIVERSITY EFFORTS

Our chief diversity officer was asked by the national Society of Human Resource Management office to co-lead a national effort to develop certification standards in diversity including competencies of top diversity professionals and for diversity and inclusion programs and metrics. He was previously acknowledged by the organization as one of the "100 Top Global Diversity Thought Leaders" and was invited by the U.S. Department of State to a special meeting, briefing foreign service professionals on diversity and inclusion. He previously provided diversity advice to several U.S. Federal agencies including the EPA, the U.S. Department of Agriculture, the Office of Personnel Management, and the National Institute of Health.

Additionally, he was tapped as an adviser to the Global Dialogue Foundation, an organization in Melbourne, Australia, that partners with the United Nations to promote cultural diversity and inclusion dialogue in the Far East. In December of 2011, he participated the United Nations Alliance of Civilization's meeting on diversity in Doha, Qatar and continues to advise leaders at the United Nations on intercultural and interreligious diversity matters.

#### VETERANS OUTREACH AND SUPPORT

Our recruiting manager participated in a number of activities sponsored by Hire Americas Heroes, a group devoted to hiring returning veterans. We played host to representatives of Hire America's Heroes and Blue Star Families, at a meeting of CEOs hosted by the BOLD Initiative. Our president and CEO hosted the session and representatives of each organization discussed a number of partnership opportunities designed to help in the transition of returning soldiers and their families.

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## PLANET

#### MAPLECROFT CLIMATE INNOVATION INDEX LEADER

We ranked 16th out of the top 100 leading companies in the Maplecroft Climate Innovation Index (CII) Cycle 3 Universe. Inclusion in this 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.

#### FOREST FOOTPRINT DISCLOSURE JOINT SECTOR LEADER

In 2011, we were recognized for the second year in a row by the investor-backed organization Forest Footprint Disclosure Project for leadership in managing its operations and supply chains to minimize the effects on forests worldwide.

The FFD is an initiative created to help investors identify how an organization seeks to minimize deforestation through its activities and supply chains. Modeled after the Carbon Disclosure Project, it aims to create transparency for investors concerned about global deforestation.



#### CORPORATE KNIGHTS S&P 500 CLEAN CAPITALISM RANKING, TOP 100

In early 2012, we were included in *Corporate Knights* inaugural S&P 500 Clean Capitalism Ranking of clean capitalism leaders, rating companies on a suite of 11 transparent quantitative indicators including carbon productivity (revenue/carbon emissions), ratio of highest executive to average employee pay, and per cent of tax paid in cash. Companies were ranked relative to their industry peers, and all companies on the S&P 500 were included.

#### 2011 WASHINGTON GREEN 50

In 2011, we were included in Seattle Business magazine's Green 50 list of the most sustainably operated companies and organizations in Washington state. A panel of expert judges chose the winning organizations from a pool of more than 150 nominees.



#### ALBERTA FOREST PRODUCTS ASSOCIATION AWARDS

Our operations in Alberta were among those recognized by Alberta Environment's EnviroVista, a voluntary program that acknowledges facilities in the province which go above and beyond their environmental requirements. Our oriented strand board mill in Edson and sawmill and cellulose fibers mill in Grande Prairie were among those recognized as EnviroVista Leaders in 2011. To be an EnviroVista leader, a facility must have a minimum of five consecutive years of outstanding environmental performance with no regulatory violations during that time period.

#### 2012 ENERGY STAR® LEADERSHIP-IN-HOUSING AWARDS

Two of our homebuilding subsidiaries, Quadrant Homes and Maracay Homes, were awarded 2012 ENERGY STAR® Leadership-in-Housing Awards by the U.S. Environmental Protection Agency as recognition of their commitment to promoting energy efficient construction.

"Meeting and surpassing ENERGY STAR standards is a critical component of Quadrant Homes' Living Sound sustainability program," said Quadrant's executive vice president. "Our commitment to energy-conserving building practices goes well beyond mandated minimums. Quadrant homes exceed Washington's stringent energy code by 15 percent."

#### NATIONAL GREEN BUILDING STANDARD, GOLD CERTIFICATE

In 2011, Pardee Homes, another one of our homebuilding subsidiaries, was awarded a Gold Certificate from the National Association of Home Builders Research Center's National Green Building Standard. The National Green Building Standard is the only residential green building rating system approved by ANSI, the American National Standards Institute, as an American National Standard. The Standard provides practices for the design, construction, and certification of green residential buildings, renovations, and land developments. It also sets requirements and environmental performance levels for green buildings and developments.

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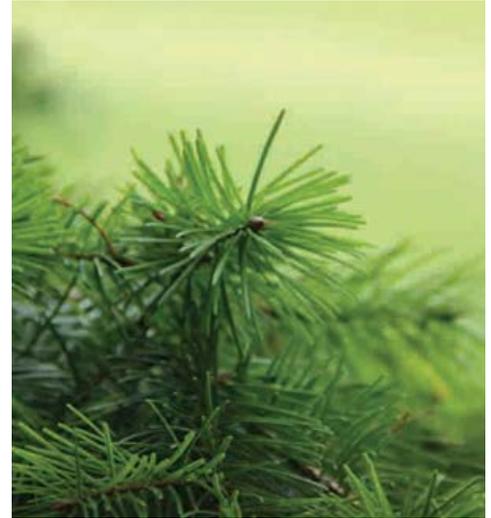
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## KEY WEYERHAEUSER POLICIES

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- [Sustainable Forestry Policy](#)
- [Wood Procurement Policy](#)
- [Health and Safety Policy](#)
- [Labor Principles](#)
- [Code of Ethics](#)
- [Human Rights Policy](#)
- [Safe Harbor Policy](#)
- [Product Stewardship Policy](#)
- [Supplier Code of Ethics](#)

For more governance policies, please visit our [investor website](#).



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[About this Website](#)  
[Glossary](#)[DOWNLOADS](#)[FEEDBACK](#)**GRI AND GLOSSARY**

We encourage you to learn more about sustainability at Weyerhaeuser, and hope that this information provides you with insight into how we manage the company in a sustainable and responsible way.

Choose from the topics on the left for:

- An index that tells where to find Weyerhaeuser information addressing elements of the Global Reporting Initiative (GRI index)
- A description of what the data in our report includes and doesn't include, and how it is verified (About this website)
- Definitions of terms used in our sustainability reporting (Glossary)

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# GLOBAL REPORTING INITIATIVE ELEMENTS AND INDICATORS INDEX

The table below tells where to find information that addresses elements of the Global Reporting Initiative.

## Report Application Levels

		2002 In Accordance	C	C+	B	B+	A	A+
Mandatory	Self Declared			Report Externally Assured		Report Externally Assured		Report Externally Assured
	Third Party Checked			Report Externally Assured		Report Externally Assured		Report Externally Assured
Optional	GRI Checked			Report Externally Assured		Report Externally Assured		Report Externally Assured

For more information about the GRI indicators themselves, please visit <http://www.globalreporting.org>

CATEGORY	TOPIC
<b>Strategy and Analysis</b>	
1.1	<a href="#">A Message from Dan Fulton</a> <a href="#">Progress Toward Sustainability Goals</a>
1.2	<a href="#">Progress Toward Sustainability Goals</a>
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<b>Organizational Profile</b>	
2.1	<a href="#">Home Page</a>
2.2	<a href="#">2011 Form 10-K: Who We Are</a> <a href="#">Our Businesses</a>
2.3	<a href="#">2011 Form 10-K: What We Do</a>
2.4	<a href="#">2011 Form 10-K: About Weyerhaeuser</a>
2.5	<a href="#">Timberlands Ownership</a> <a href="#">2011 Form 10-K: Timberlands</a>
2.6	<a href="http://investor.weyerhaeuser.com">http://investor.weyerhaeuser.com</a>
2.7	<a href="#">Weyerhaeuser At A Glance</a>
2.8	<a href="#">Financial Results</a>
2.9	<a href="#">Portfolio Action</a>
2.10	<a href="#">Awards and Recognition</a>
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<b>Report Parameters</b>	
3.1	<a href="#">Data</a>
3.2	<a href="#">Use of GRI Guidelines</a>

3.3	<a href="#">Use of GRI Guidelines</a>
3.4	<a href="#">Contact Us</a> (Choose category "Environment")
3.5	<a href="#">Website Content</a>
3.6	<a href="#">Data</a>
3.7	<a href="#">Data</a>
3.8	<a href="#">Data</a>
3.9	<a href="#">How Data in This Report Were Verified</a>
3.10	<a href="#">Data</a> : In 2011, we updated some of our conversion and emissions factors to ensure we are using the most current factors in our calculations. Our industry standards routinely update their factors to reflect the best available information at the time.
3.11	In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar Inc. to create a new fine paper company, Domtar Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical environmental data.
3.12	This page
3.13	<a href="#">How Data in This Report Were Verified</a>

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**Governance,  
Commitments  
and  
Engagement**

4.1	<a href="#">Board of Directors</a>
4.2	<a href="#">Board of Directors: Key Board Accomplishments</a>
4.3	<a href="#">Board of Directors: Composition, Structure and Independence</a>
4.4	<a href="#">Providing Recommendations</a>
4.5	<a href="#">Compensation</a>
4.6	<a href="#">Avoiding Conflicts of Interest</a>
4.7	<a href="#">Board Qualifications and Expertise</a>
4.8	<a href="#">Environmental Policy</a>
	<a href="#">Sustainable Forestry Policy</a>
	<a href="#">Wood Procurement Policy</a>
	<a href="#">Health and Safety Policy</a>
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	<a href="#">Avoiding Conflicts of Interest</a>
	<a href="#">Ethics and Business Conduct</a>
	<a href="#">Code of Ethics</a>
4.9	<a href="#">Responsibility for Sustainability Matters</a>
4.10	<a href="#">Qualifications and Expertise</a>
4.11	<a href="#">Genetic Engineering</a>
4.12	<a href="#">Externally Endorsed Principles</a>
4.13	<a href="#">Association Participation</a>
4.14	<a href="#">Stakeholder Engagement</a>
4.15	<a href="#">Stakeholder Engagement</a>
4.16	<a href="#">Stakeholder Engagement</a>
4.17	<a href="#">Stakeholder Engagement</a>

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**Economic**

DMA	<a href="#">Company Structure</a>
EC 1	<a href="#">Financial Results</a>
EC 2	<a href="#">Risks and Opportunities of Climate Change</a>
EC 3	<a href="#">More about our Pension Plans</a>

- EC 4 Not reported: Data for these indicators are not available; data systems to generate the required information do not currently exist.
- EC 6 [Managing Suppliers](#)
- EC 7 [Sourcing Talent](#)
- EC 8 Not reported: Data for these indicators are not available; data systems to generate the required information do not currently exist.

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**Environment**

- DMA [Risk Management Systems](#)
- EN 1 [Raw Material Sources](#)
- EN 2 [Recycling](#)
- EN 3 [Energy Use](#)
- EN 4 [Energy Use](#)
- EN 5 [Energy Efficiency](#)
- EN 6 [Green Building](#)
- EN 8 [Water Use and Conservation](#)
- EN 11 [Timberlands Ownership](#)
- [Threatened and Endangered Species](#)
- EN 12 [Threatened and Endangered Species](#)
- [Boreal Forest Management](#)
- EN 13 [Special Sites](#)
- EN 14 [Special Sites](#)
- EN 16 [Greenhouse Gas Reduction](#)
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- EN 17 [Climate Change](#)
- EN 19 [Limited Use of Methyl Bromide](#)
- EN 20 [Air Quality](#)
- EN 21 [Water Quality](#)
- EN 22 [Residuals and Solid Waste Management](#)
- EN 23 [U.S. Toxic Release and Canadian National Pollutant Release Inventories](#)
- EN 24 [Residuals and Solid Waste Management](#)
- EN 26 [Recycling](#)
- [Life Cycle Assessments](#)
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- EN 27 [Recycling](#)
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- EN 29 [Transportation](#)
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**Labor**

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- [Health and Safety Systems](#)
- [Health and Safety](#)
- [Training and Development](#)
- [Diversity and Inclusion](#)
- [Employee Representation](#)
- LA 1 [Employment Data](#)
- LA 2 [Employment Data: Employee Turnover, Turnover by Age Group](#)
- LA 4 [Employee Representation](#)
- LA 5 [Employee Representation](#)

- LA 6 [More About Employee Health](#)
- LA 7 [Safety Performance](#)
- LA 8 [Health Connection](#)
- LA 10 [Training and Development](#)
- LA 12 [Performance-Driven Culture](#)
- LA 13 [Diversity and Inclusion](#)
- LA 14 Not reported: Data for this indicator is considered proprietary.

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**Human Rights**

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- HR 1 [Human Rights](#)
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[Communities](#)  
[Participating in the Political Process](#)
- SO 1 [Advisory Committees](#)
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- SO 3 [Ethics and Business Conduct](#)
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**Product Responsibility**

- DMA [Environmental Profiles](#)  
[Product Stewardship](#)
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- PR 9 [Product Compliance](#)

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### DATA

Except where noted, this report covers all operations of Weyerhaeuser during calendar year 2011. Financial results are for fiscal 2011.

#### 2011 ENVIRONMENTAL DATA

##### Included

- Weyerhaeuser global operations owned in 2011:
- 7 cellulose fibers facilities
  - 33 wood products manufacturing locations
  - 24 wood products distribution centers
  - 5 Real Estate businesses
  - 2 corporate office buildings

##### Not included

- Operations sold or closed during 2011
- Joint ventures, except for NORPAC, a newsprint mill

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### USE OF GRI GUIDELINES

Weyerhaeuser has published an annual environmental performance report since 1993 and a citizenship report since 2001. In 2002, we combined these reports into this sustainability report and began following guidelines recommended by the Global Reporting Initiative. In 2004, we issued our first report "in accordance" with the guidelines. In 2005, we had our "in accordance" report checked by the GRI. This is our sixth report produced using the G3 guidelines to an application level of "A."

The codes (e.g., EN 10, HR 5) shown in the [GRI Index](#) refer to specific GRI indicators. For more information about GRI and its indicators, please visit [www.globalreporting.org](http://www.globalreporting.org).

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### SUSTAINABILITY WEBSITE CONTENT

In 2008, we moved from a printed report to an online reporting format using this website. We believe this format will make our information more accessible to stakeholders and facilitate transparency in the company's disclosure of relevant sustainability information. We welcome feedback on our report via this form and seek to integrate feedback into our annual process.

Our process for determining report content includes:

- Identifying key audiences for the report, including customers, investors, current and potential employees, and other stakeholders.
- Determining the information needs of our audiences based on our internal tracking of stakeholder inquiries, broader sustainability trends, and feedback from key users of the report.
- Comparing these content needs with the Global Reporting Initiative indicators and prioritizing topics within the report.
- Measuring our sustainability performance using a progress toward goals chart. This is our fourth year to rate our performance in key areas in this manner. We will refine and improve the dashboard measures in coming years.

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### HOW DATA IN THIS REPORT WERE VERIFIED

The Weyerhaeuser data contained in this report are drawn from:

- Established internal databases that are used regularly by our operations.

- Environmental data reported to the EPA.
- Annual internal surveys.

Environmental data are obtained in a number of ways at Weyerhaeuser facilities, including physical measurement, representative and other sampling, application of standard government factors, and recognized industry factors. Calculations were performed using measured data as well as commonly recognized engineering standards. All equations and estimations that were used in calculating environmental data reported in this document have been accepted industrywide and by all pertinent regulatory authorities.

In addition, each section of the website is reviewed by an internal subject-matter expert to ensure accuracy. The final draft of the website is reviewed by members of Weyerhaeuser's Disclosure Committee and key senior leaders to ensure material information is accurately communicated. Each page notes the date content was last reviewed and updated as needed on the bottom of the page.

Weyerhaeuser has evaluated options for external verification of data and does not currently externally verify all of the data included in this report. We continue to monitor stakeholder interest and trends in external verification.

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## GLOSSARY

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### AFFORESTATION

The conversion of land that has not been forested for at least 50 years to forested land through planting and seeding.

### BIOCHEMICAL OXYGEN DEMAND (BOD)

A measure of the amount of oxygen consumed by microbiological organisms and certain chemicals that oxidize and remove organic pollutants during wastewater treatment. If left untreated, organic material would exert an oxygen demand in receiving waters, resulting in low dissolved oxygen levels and adverse effects on some aquatic organisms.

### BIOMASS FUELS

Organic-based, nonfossil fuel, including wood, forest residuals, wood residuals, bark, black liquor, and liquefied and gasified wood.

### CARBON DIOXIDE EQUIVALENTS (CO<sub>2</sub>E)

A common unit of measurement against which the impact of releasing, decreasing or avoiding the release of different greenhouse gases can be evaluated, expressed in terms of the global warming potential of one unit of carbon dioxide.

### CARBON MONOXIDE (CO)

A colorless, odorless and, at high levels, poisonous gas, formed when carbon in fuel is not burned completely.

### COGENERATION

The generation of electricity as a byproduct of heat or steam that is created for use elsewhere in the manufacturing process, e.g., to remove the water from pulp or paper.

### CUNIT

A measurement of volume equal to 100 cubic feet.

### DAYS-AWAY CASE

Work-related incident that involves days away from work.

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### EMISSIONS INTENSITY

A unit of measurement intended to capture changes in greenhouse gas emissions that occur from investments or changes that enhance manufacturing efficiency. Usually expressed as greenhouse gas emissions per ton of production or other uniform units of business and/or manufacturing activity.

### EXEMPT EMPLOYEE

An exempt employee is an employee who, because of his or her positional responsibilities and level of decision-making authority, is exempt from the overtime provisions of the Fair Labor Standards Act. Primarily a term used in the United States, an exempt employee is compensated by a salary, as opposed to a nonexempt employee, who is paid on an hourly basis and is eligible for overtime.

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### ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

The International Organization for Standardization (ISO) is a worldwide federation founded to promote the development of international standards. The ISO 14000 series is composed of six elements, including an environmental management system, auditing, environmental performance evaluation, labeling and life-cycle analysis.

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### NITROGEN OXIDES (NO<sub>x</sub>)

The term used to describe the sum of NO, NO<sub>2</sub> and other oxides of nitrogen that play a major role in the formation of ozone.

#### **OXYGEN DELIGNIFICATION**

A pulp-making technology that uses oxygen in the chip-cooking process to help break down lignin, a natural glue that holds wood fibers together and gives wood its brown color.

#### **PARTICULATE MATTER (PM)**

Fine liquid or solid particles such as dust, smoke, mist, fumes or smog found in air or emissions. Inhalable PM includes both fine and coarse particles. These particles can accumulate in the respiratory system and are associated with numerous health effects.

#### **PRIMARY MILLS**

Manufacturing facilities that use logs or wood chips as their raw material.

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#### **RECORDABLE INCIDENT**

An incident is recordable if it results in a work-related injury or illness that results in death, days away, restricted activity, job transfer, medical treatment beyond first aid, loss of consciousness, or significant diagnosis.

#### **RECORDABLE INCIDENT RATE (RIR)**

The rate is the count of occurrences per 100 employees per year. An occurrence may be a recordable incident, lost-workday case or lost workdays.

#### **RIPARIAN**

On or next to the bank of a river, pond or lake.

#### **SEQUESTRATION**

The uptake and storage of carbon dioxide in a different form, such as wood or trees. Trees absorb carbon dioxide from the atmosphere and bind the carbon in wood fiber both while the tree lives and after it is converted into lumber and paper.

#### **SULFUR DIOXIDE (SO<sub>2</sub>)**

A gaseous molecule made of sulfur and oxygen. High concentrations of SO<sub>2</sub> can result in temporary breathing impairment for asthmatic children and adults who are active outdoors.

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#### **TOTAL TREATED EFFLUENT**

Wastewater treated in primary and/or secondary wastewater treatment systems before being returned to a river or other body of water.

#### **TOTAL REDUCED SULFUR (TRS)**

A measure of the amount of reduced sulfur compounds in air emissions. TRS compounds cause nuisance odors, including a "rotten egg" smell, around kraft mills.

#### **TOTAL SUSPENDED SOLIDS (TSS)**

A measure of the suspended solids in wastewater, effluent or water bodies. Increased suspended solids reduce how deep below the water surface light can penetrate and thereby reduce the depth at which plants can grow. This can shift habitat for fish and the quality of food for herbivores.

#### **VOLATILE ORGANIC COMPOUNDS (VOCs)**

Any compound of carbon, excluding carbon monoxide, carbon dioxide and carbonic acid, that participates in atmospheric photochemical reactions.

#### **VOLUNTARY PROTECTION PROGRAM (VPP)**

An OSHA program designed to recognize and promote effective safety and health management. In the VPP, management, labor and OSHA establish a cooperative relationship at a workplace that has implemented a strong safety and health program.

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## DOWNLOADS

We published our first annual environmental performance report in 1993 and our first citizenship report in 2001. In 2002, we combined these reports into a comprehensive sustainability report.

In 2008, we moved to an online format for reporting on our sustainability performance and progress. We provide downloadable versions of our current and some of our past reports, as well as other related documents and brochures. Note that not all previous years' reports are currently available in a downloadable format.

When navigating through these documents, be sure to use the PDF menu on the far left, rather than the embedded menu on each page, since the links within the document will redirect you to our current website.

Description	Size	Download
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2010 Sustainability Report	10.7 MB	
2009 Sustainability Report	7.4 MB	
2009 Climate Change Brochure	6.5 MB	
2008 Sustainability Report	6.1 MB	
2007 Sustainability Essentials Brochure	1.0 MB	
2006 Sustainability Report	2.7 MB	
2005 Sustainability Report	3.0 MB	
2004 Sustainability Report	3.2 MB	

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## FEEDBACK

Is anyone listening? We are.

Your feedback is important to us. At Weyerhaeuser, we communicate openly with the public and look forward to our conversation with you. Please take a moment to fill out this survey.

**1. Overall, how would you rate our online Sustainability Report:**

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

1   2   3   4   5

**2. How strongly do you agree (4) or disagree (1) with the following statement. This online report is:**

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

**a. Credible and openly reports on the topics**

1   2   3   4

**b. Clear and easy to understand**

1   2   3   4

**c. Complete and accurate**

1   2   3   4

**d. Logically organized and easy to use**

1   2   3   4

**e. Covers the most relevant issues regarding Weyerhaeuser's social, environmental and economic performance**

1   2   3   4

**3. How much of this report did you read?**

All of the Sustainability section of wy.com

About half

One topic (i.e., Strategy and Results)

Only a few pages

None

**4. Which part(s) did you find most useful? (Check all that apply.)**

Strategy and Results

Performance

People

Planet

Current Issues

Policies

Awards

GRI Index & Glossary

Downloads

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

Wholesale customer of Weyerhaeuser products

Consumer of Weyerhaeuser products

Public official

Resident of a community where Weyerhaeuser operates

Investor

Member of an environmental or other nongovernmental organization

Reporter or other news media

Weyerhaeuser employee

Sustainability professional

Student/teacher

Other (please specify)

**6. Based on what you've seen in this report, do you think that Weyerhaeuser is managing the company in a sustainable way?**

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

1   2   3   4

**7. Do you have any additional comments?**

**Contact information (optional):**

**Name:**

**E-mail:**

**Address:**

**Phone:**



For security reasons, please enter the characters shown above:



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