

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.

**ONLINE REPORT HIGHLIGHTS**

[Message from our President and CEO](#)
[Our progress toward sustainability goals](#)
[Third-party recognition for our company](#)

IN THE NEWS

[iLevel by Weyerhaeuser Donates Materials for Joplin Tornado Recovery](#)
[Weyerhaeuser's 2010 Sustainability Performance Available Online](#)
[Weyerhaeuser Top Forest Products Company on FORTUNE List](#)

RELATED LINKS

[Catchlight Energy](#)
[Business Roundtable Sustainability Report](#)

Last updated June 10, 2011.

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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 this online report.



SECTION HIGHLIGHTS

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

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PRESIDENT & CEO MESSAGE

A MESSAGE FROM DAN FULTON:



The last few years have brought both challenge and change for Weyerhaeuser. We adopted a [corporate structure](#) that allows us to be a more tax-efficient and competitive owner, manager and buyer of timberlands. The ongoing economic downturn has required the focused attention of all our employees to [improve performance](#) and position us for success no matter what kind of markets we encounter. We've made excellent progress, but we have more to do. We will continue to take decisive action to strengthen and grow our company in a sustainable way.

As we navigate these short-term challenges, we will not lose sight of our long-term vision to use the renewable natural resources we manage to deliver superior sustainable solutions to the world. In fact, in 2010, our senior management team and board of directors approved a new sustainability strategy that nearly doubles the number of commitments and targets we intend to reach by 2020. Using the [Ceres Roadmap to Sustainability](#) and external benchmarks, we identified gaps and developed a more integrated and holistic set of [goals and targets](#) to drive sustainability further into our core business processes.

As always, we will share our results annually on this website. For 2011, there are a number of areas for which we can already report progress. For example, our gap analysis identified the need for stronger board governance over sustainability matters. As an immediate result, our board governance committee changed its name to include "corporate responsibility" and [expanded its charter](#) to ensure more direct engagement and oversight of our sustainability strategy. We also [refreshed our company vision](#) to strengthen its connection to our sustainability strategy. To further drive that connection, our businesses have aligned their scorecard metrics with our three sustainability pillars — performance, people and planet.

As we work to make progress against the new goals we've set, we will continue to deliver against the goals we've long held dear. In the communities where we operate, for example, our employees gave 14,127 hours of their time in 2010 to support 113 important projects through our community [volunteer programs](#). And I'm especially proud that in response to the combined earthquake and tsunami disaster in Japan, our company, board of directors and employees together contributed more than \$560,000 to [support relief](#) efforts under way for affected communities in Japan, an important partner for Weyerhaeuser since 1923.

In 2011, *FORTUNE* magazine named Weyerhaeuser the [most admired forest products company in the world](#). In our industry, we ranked first for innovation, use of corporate assets, social responsibility, long-term investment and quality of products and services. In addition, out of all 350 companies named, we tied for tenth place in social responsibility.

This recognition reflects our commitment to do what it takes to reach the always-rising bar for sustainability performance on the world stage. But we know it is not enough to say we are sustainable. We are determined to prove it with continuous progress toward tangible goals that will ensure the long-term health of our company, communities and the planet we share.

I invite you to browse through this online sustainability report to learn more about our sustainability story, commitments and results.

Dan Fulton
President and CEO Weyerhaeuser Company

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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. This chart provides a snapshot of our progress against sustainability goals across the company. The results are hyperlinked to information within our sustainability website that provides context to explain the rating. We update our progress annually in June. We are using the sustainability strategy adopted in late 2010 to evaluate our progress. As this strategy was not adopted until the end of the year and is a long-term strategy to 2020, some goals do not yet have any progress to report.



- Performance ▼
- People ▼
- Planet ▼

PERFORMANCE			
Commitment	Goal/Metric	2010 Results	2010 Rating
Our company is governed responsibly.	• Comply with NYSE independent board membership requirements.	9 out of 10 Directors independent	Achieves
	• All salaried employees complete our annual ethics Certificate of Compliance questionnaire.	100% of salaried employees completed	Achieves
	• Board of Directors assumes specific responsibility for sustainability oversight within its charter.	Board committee charter modified	Achieves
	• Sustainability commitments are relevant and aligned with company vision.	Goals aligned with Strategy & Vision	Achieves
We incorporate sustainability into our business strategies.	• Sustainability considerations are integrated into company direction setting, capital decisions, and annual business planning.	New sustainability strategy integrates sustainability goals into business planning	Achieves
	• Costs and benefits of sustainability initiatives are measured and evaluated.	New goal	NA
We continually improve our total shareholder return.	• Total company earns top-quartile return on net assets over the business cycle, and businesses earn their cost of capital.	5.9% company RONA	Below
Our businesses achieve top-quartile performance.	• Each business benchmarks against target set of competitors and takes action as needed to improve performance.	Needs improvement	Below
Our businesses deliver against their value propositions.	• Each business sets distinct value delivery goals and monitors progress throughout the year.	Our businesses either achieved or exceeded their targets	Achieves
We are transparent about our performance.	• Increase open, transparent sustainability communications with customers, investors, employees, communities, other stakeholders.	Annual Sustainability Report Annual Report / 10(k)	Achieves
We are a sustainable supplier and partner with suppliers that share our sustainability vision.	• Supplier code of ethics is communicated and understood by procurement professionals.	New goal	NA
	• Appropriate sustainability criteria are included in supplier performance expectations.	New goal	NA

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PEOPLE			
Commitment	Goal/Metric	2010 Results	2010 Rating
We work in an injury-free environment.	• Employee recordable incident rate is less than one.	0.81 RIR	Achieves
	• More than 90% of manufacturing facilities operate injury-free.	76% injury-free	Achieves
We attract, engage and retain talented people.	• Compensation and benefits support company performance goals, are competitive and reflect what employees value most.	Weyerhaeuser offers a competitive pay and benefits package	Achieves
	• Provide regular opportunities for training and development to all employees at all levels.	4,197 student days of classroom or online education	Achieves

	• Conduct bi-annual employee engagement survey and implement improvement plan.	Survey to be conducted in 2011	NA
Our workplace is diverse and inclusive.	• Maintain or improve overall workforce representation, and make progress in placements-against-opportunities.	Workforce representation — +3.8% Placement Against Opportunities — 96%	Below
	• Develop human rights training and require for international operations.	New goal	NA
We nourish the quality of life in our communities.	• Direct the majority of our philanthropy to support programs and organizations in our operating communities.	\$5.3 million in grants	Achieves
	• We earn third-party recognition for our sustainability commitments, activities and results.	24 examples	Achieves
We engage with our stakeholders.	• Assess stakeholder engagement processes and opportunities to improve incorporation of input into business decisions.	New goal; Learn more about stakeholder engagement	NA
All employees are responsible for and engaged in achieving sustainability goals.	• Relevant, measureable sustainability goals are included in all business plans and communicated to employees.	New goal; Learn more about sustainability integration	NA
	• Sustainability goals are integrated into senior management performance management plans and cascaded throughout organization.	New goal	NA
	• All employees complete sustainability training.	New goal	NA

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PLANET			
Commitment	Goal/Metric	2010 Results	2010 Rating
We demonstrate forest stewardship by certifying our timberlands to sustainable forestry standards.	• ≥95% of timberlands worldwide are certified to sustainable standards.	98% worldwide	Achieves
Our environmental management systems are effective.	• ≥90% of facilities have environmental management systems that are ISO 14001-ready.	96% have certification-ready EMS	Achieves
We continually reduce our impact on the environment.	• 40% reduction of total GHG emissions (direct & indirect) from 2000 levels by 2020.	26% reduction	Achieves
	• Assess opportunities to reduce GHG emissions from WY managed or purchased transportation.	New goal	NA
	• 20% reduction in water use at our cellulose fibers mills from 2007 levels by 2012.	16% reduction	Achieves
	• 20% energy efficiency improvement from 2009 levels by 2020 in WY-owned operations, facilities and buildings.	New goal; Learn more about our energy efficiency commitments	NA
	• Adopt green building standard for new company-owned manufacturing sites & office buildings.	New goal; Certifying corporate headquarters building to Green Globes in 2011	NA
	• Reduce solid waste to landfills by 10% across company compared to 2010.	New goal	NA
	• Reduce air emissions by 10% across company compared to 2010.	New goal	NA
	• Reduce wastewater pollutant discharges by 10% across company compared to 2010.	New goal	NA
Our products are made with sustainable resources.	• Certify and label all the forest products we manufacture to sustainable forestry standards.	99% (North America)	Achieves
	• Adopt a product stewardship policy.	In progress	Achieves
We develop sustainable forest solutions.	• Maintain or enhance the ecosystem services provided by our Timberlands.	New goal	NA
	• Set and meet targets for the development of business opportunities for renewable energy, including wind, geothermal resources and under-utilized forest biomass.	New goal; Learn more about our current collaborations and partnerships	NA
	• Increase revenues from ecosystem services and Weyerhaeuser Solutions business.	New goal; Learn more about Weyerhaeuser Solutions	NA
	• Our innovation pipeline output brings solutions based on sustainable forest resources & improves our return on net assets.	New goal; Learn more about innovation at Weyerhaeuser	NA
We promote markets for sustainable products.	• Educate customers about the sustainability aspects of our products.	Product Environmental Profiles available	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 developed a new sustainability strategy, based on benchmarking, gap analysis, and leadership engagement. This strategy builds upon our past sustainability performance with an expanded set of commitments that are further 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. As always, we will continue to report on our progress against these targets annually.

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 have incorporated them into performance dashboards, and we have restructured our online sustainability report to reflect their importance.



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

We undertook the strategy development during 2010 to improve upon our existing sustainability strategies and practices. 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 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, those 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.

Md-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 goals and metrics for each](#). We will work 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 sustainability goals. This change addressed one of the gaps identified during our benchmarking review.

We have also incorporated our three pillars of sustainability—performance, people and planet—into our company vision, business performance scorecards, and a number of other critical documents. Our businesses have included sustainability goals in their planning processes and are already making progress toward our 2011 targets.

FOCUS AREAS IN 2011 INCLUDE:

- Integrating components of our sustainability strategy into business systems and planning
- Engaging and educating employees about our new sustainability strategy
- Finalizing our product stewardship policy
- Certifying our headquarters building to Green Globes standards

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FEEDBACK

We welcome your input and [feedback](#) on our new sustainability strategy.

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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 continually improving our shareholder return. In 2010, we completed our conversion to a real estate investment trust which allows us to be a more tax-efficient and competitive owner, manager and buyer of timberlands.

Our innovation efforts are focused on developing superior, sustainable solutions. Research is underway to evaluate the sustainability of cellulosic biomass to generate energy.

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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 82,000 acres of non-strategic timberlands (2011)
- Sold our railroads business (2010)
- Permanently closed three iLevel facilities (2010)

RELATED LINKS

- [Cellulose Fibers](#)
- [Consulting and Management](#)
- [Paper and Liquid Packaging](#)
- [Real Estate](#)
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- [Wood Products](#)



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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.

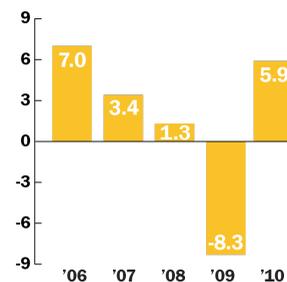
Despite continued challenges in the housing market in 2010, we improved both our net sales and revenues and our net earnings year-over-year. Our timberlands business continued to defer harvest to preserve value, our wood products business continued taking steps to position itself for a market recovery, and our real estate business was one of the few profitable large-scale homebuilders in the U.S. Meanwhile, our cellulose fibers business, which is not tied to the housing market, turned a record profit.

The actions taken by our businesses to improve performance resulted in a companywide RONA that improved year-over-year. However further improvement is needed to propel us to top-quartile performance against peer companies. We ranked ourselves “below” for RONA and competitive performance.

In addition, all our businesses met or exceeded the 2010 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 activities related to new product development. We ranked ourselves “achievers” 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.

**WEYERHAEUSER
RETURN ON NET ASSETS (%)**



2010 FINANCIAL HIGHLIGHTS

**AS OF YEAR-END 2010
DOLLAR AMOUNTS IN MILLIONS EXCEPT PER-SHARE FIGURES**

	2009	2010
Net sales and revenues from continuing operations	\$5,528	\$6,552
Net earnings (loss)	\$(545)	\$1,281
Basic net earnings (loss) per share	\$(2.58)	\$4.00
Diluted net earnings (loss) per share	\$(2.58)	\$3.99
Total assets	\$15,250	\$13,429
Capital expenditures (excluding acquisitions)	\$223	\$234
Weyerhaeuser shareholders’ interest	\$4,044	\$4,612
Number of common and exchangeable shares outstanding (in thousands)		535,976
Book value per share	\$19.13	\$8.60
Return on shareholders’ interest	-12.3%	29.6%
Common stock price range – prior to special dividend ex-dividend date of 7/20/2010	\$44.15 –\$19.36	\$53.30 –\$34.31
Common stock price range –special dividend ex-dividend date through 12/31/2010	NA	\$19.00 –\$15.23

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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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- Key 2010-11 Board Accomplishments
- Responsibility for Sustainability Matters
- Qualifications and Expertise
- Providing Recommendations
- Director's Compensation Tied to Company Performance
- Avoiding Conflicts of Interest

COMPOSITION, STRUCTURE AND INDEPENDENCE

We follow New York Stock Exchange corporate governance rules and requirements. As of April 2011, 10 directors serve on our board; all except the CEO are independent directors under the standards of the New York Stock Exchange. These directors are or have recently been leaders of major companies and institutions and possess a wide range of experience and skills.

We have more independent outside directors than is required, with 9 out of 10 independents. The average number as of 2009 is 82 percent, according to a study by Spencer Stuart, a recruiting and leadership consulting firm. We have 90 percent.

The Weyerhaeuser board also has appointed an independent director to serve as chairman. The average number of boards with independent chairmen as of 2009 is 16 percent according to the same study by Spencer Stuart. The board has declined to adopt a policy that requires it to have an independent chairman at all times; however, the board has provided that during periods when it does not have an independent chairman, the independent chair of the Executive Committee will serve as Lead Director.

Three of the independent directors on our board are women, which is 30 percent compared with a national average of 17 percent, as reported by Spencer Stuart. One independent director is African-American, which 10 percent and consistent with a national average of 10 percent, as reported by Spencer Stuart.

In its assessment of corporate governance and business practices, GovernanceMetrics International® rated Weyerhaeuser in six categories, including:

- Board accountability
- Financial disclosure and internal controls
- Shareholder rights
- Executive remuneration
- Corporate behavior (management of environmental risks, labor relations, foreign sourcing practices, and significant litigation and regulatory actions)

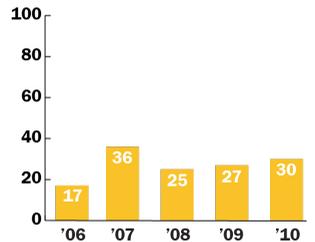
All companies rated by GMI are scored on a scale of 1.0 (lowest) to 10.0 (highest). Weyerhaeuser received a GMI rating of 9.5 in 2009. AGM rating of 9.0 or higher is well above average.

We have implemented a number of corporate governance "best practices" in recent years, such as:

- Majority election of directors.
- Independent Board Chairman.
- No poison pill.
- Independent board members on our compensation, audit, governance and finance committees.

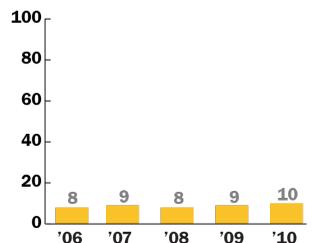
BOARD OF DIRECTORS FEMALES

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



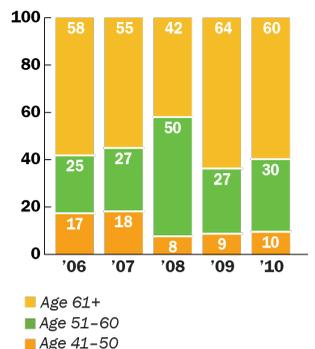
BOARD OF DIRECTORS MINORITY GROUPS

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



BOARD OF DIRECTORS AGE PROFILE

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



KEY 2010-11 BOARD ACCOMPLISHMENTS

- Our Articles of Incorporation and Bylaws were amended to allow shareholders to call special meetings.
- We completed the board's strategic direction to convert to a real estate investment trust.
- Our board was declassified.
- Supermajority voting requirements for shareholder actions were eliminated.
- Single triggers in our change-of-control plans and tax gross ups were eliminated.
- Short-term and long-term incentive compensation programs were revised to tie compensation strongly to performance.
- The board continued its strategic review of the company's asset portfolio and determined that our timberlands, wood products, cellulose fibers and real estate businesses would fit within a REIT structure.
- The Governance Committee changed its name to Governance and Corporate Responsibility Committee and modified its charter to have direct oversight of and engagement in our sustainability strategy.

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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 the [Notice of 2011 Annual Meeting of Shareholders and 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'S COMPENSATION TIED TO COMPANY PERFORMANCE

Weyerhaeuser has a robust compensation structure that ties compensation to performance against goals, including social and environmental goals.

Our board believes the interests and focus of directors must be closely tied to the long-term interests of shareholders. As a result, our board has a long-standing compensation program for directors, which effectively requires them to own company shares and to hold those shares through retirement. 2010 compensation for nonemployee directors consisted of an annual retainer fee, half of which was automatically deferred into the common stock equivalent account in the deferred compensation plan for directors. These amounts will be paid to the director in cash only after the director retires from the board, based on the value of the company stock at that time. The directors may also defer the remaining fees paid to them, and most of the directors have chosen to defer some or all of these fees into the common stock equivalent account as well. Chairs of board committees receive an additional fee, which also may be deferred or paid in cash.

In addition, directors are reimbursed for expenses incurred in board travel and may receive additional compensation if asked to travel for extended periods on behalf of the board. Nonemployee director compensation is based on board and committee responsibilities and is competitive with comparable companies.

In 2010, nonemployee directors received retainer fees consisting of:

- Abuse annual retainer fee of \$140,000, \$70,000 of which was automatically deferred into common stock equivalent unit awards
- An additional cash annual retainer fee of \$10,000 for each committee chair

Our board has established an annual retainer fee of \$300,000 for the independent chairman, half of which is automatically deferred into the common stock equivalent account in the deferred compensation plan for directors. These amounts will be paid to the director in cash only after the director retires from the board, based on the value of the company stock at that time. The independent chairman may also defer the remaining fees paid to him and he has chosen to defer these fees into the common stock equivalent account as well.

For more information about our compensation programs, including departure arrangements, see the [Notice of 2011 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

- [Notice of 2011 Annual Meeting of Shareholders and Proxy Statement](#)
- [Corporate Governance section of our Investor Website](#)

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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, which are in compliance with international governmental requirements, are available anywhere in the world, in multiple languages, 24 hours a day, seven days a week.



- [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 to managers in 1976. The code applies to all employees, officers of the company, and the board of directors. It is currently in its eighth edition and is issued to all employees. It is also available to customers, contractors, suppliers and the public.

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

Key ethics and business conduct accomplishments in 2010 include:

- We published and distributed the eighth edition code of ethics, *Our Reputation: A Shared Responsibility*, to all employees.
- We rolled out ethics training companywide and 99 percent of employees completed the training.

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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

There is no anti-trust litigation against us at this time. Any updated information 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](#)
- [Awards and Recognition](#)

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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

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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 contract and require suppliers to comply with all applicable laws, including safety, labor and employment laws, as well as other company policies. 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

- [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 2010, Weyerhaeuser did not utilize corporate funds to support any independent expenditures. Under circumstances when corporate funds are used for independent expenditures, all transactions will be disclosed and transparent, on 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. Report 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 2010, the Weyerhaeuser Political Action Committee contributed [\\$352,150](#) 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 2010, Weyerhaeuser and its subsidiaries made political contributions of [\\$680,600](#) in the following states: [Alabama](#), [Arizona](#), [Arkansas](#), [California](#), [Florida](#), [Georgia](#), [Idaho](#), [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 2010, Weyerhaeuser Company Limited, the company's Canadian subsidiary, contributed [CAN\\$23,946](#) 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 applicable.

- [American Wood Council \(16.3%\)](#)
- [The Business Roundtable \(76%\)](#)
- [Council of Forest Industries \(n/a Canada\)](#)
- [Forest Products Association of Canada \(n/a Canada\)](#)
- [Leading Builders of America \(90%\)](#)
- [National Alliance of Forest Owners \(50%\)](#)
- [National Council for Air and Stream Improvements, Inc. \(n/a Canada\)](#)
- [Pulp and Paper Products Council \(n/a Canada\)](#)
- [Sustainable Forestry Initiative, Inc. \(0%\)](#)
- [U.S. Climate Action Partnership \(n/a\)](#)
- [World Business Council for Sustainable Development \(n/a Swiss\)](#)

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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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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 2010, also concluded that our internal controls were effective and identified no material weaknesses.

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RELATED LINKS

[Stakeholder engagement](#)

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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.

The idea of continual improvement, constantly seeking new and better ways to get results, is deeply embedded in our culture. We consider innovation to be a core value. 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

[Read more about Cellulose Fibers in Textiles](#)

[Learn more about Weyerhaeuser Solutions](#)

[Read more about iLevel green building solutions](#)



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COLLABORATIONS AND PARTNERSHIPS

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- [Sustainability in Action: Biomass Feedstock Sustainability](#) ▾
- [Harnessing Wind Power on our Land](#) ▾
- [Geothermal Exploration](#) ▾
- [Biomass-to-Energy Venture with Mitsubishi](#) ▾
- [Renewable Fibers: Lenzig](#) ▾

RENEWABLE ENERGY

For decades Weyerhaeuser has used carbon-neutral biomass to provide a portion of the energy to run our manufacturing operations. We believe that forests and related biomass can be a prime source of raw material for a variety of products that will benefit a carbon-constrained economy. We're continuing our strong tradition of ingenuity, research and sustainability by exploring ways our assets can be used to generate renewable energy.

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 sources and to deliver renewable transportation products 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. Catchlight's mission is to commercialize large scale production of liquid transportation fuels from sustainable forest-based resources.

Catchlight Energy aims to become a major integrated biofuels producer from non-food sources and deliver renewable transportation products from biomass in a manner that is scalable and sustainable — both environmentally and economically.

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 our 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.



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SUSTAINABILITY IN ACTION

Grant to help evaluate biomass feedstock sustainability

Using cellulosic biomass to generate energy is one option available to help reduce the use of fossil fuels and address climate change. Biomass production may be compatible with forest management in a variety of ways including:

- collecting residual biomass following timber harvest,
- periodically harvesting understory woody vegetation, or
- growing high-energy crops between rows of trees.

To ensure biomass as an energy crop is sustainable, we're engaged in multi-stakeholder research on timberlands in the southeastern United States. In September 2010, we were awarded a U.S. Department of Energy biomass sustainability research grant, along with our partners North Carolina State University, Virginia Tech, the U.S. Forest Service and the National Council for Air and Stream Improvement. The \$2.1 million five-year award was the largest granted under the [program](#).

The grant extends an existing research project, sponsored by Catchlight Energy, LLC, and Weyerhaeuser, to evaluate the impacts of biomass feedstock cultivation on hydrology, water quality, wildlife, plant diversity, soil productivity, carbon life cycle analysis, economics, and safety. Watershed research sites are in Mississippi, Alabama, and North Carolina, and include treatments compatible with forestry, including switchgrass intercropping and residual removal.

"The outcomes of this research will be critical in informing both operational decisions and public policy," says Dr. Jami Nettles, Weyerhaeuser hydrology scientist. "These studies are on the forefront of research, and while our research focuses on water, we are integrating the work of scientists in several disciplines to give us information on a wide range of sustainability indicators for forest-based biofuel solutions."

In addition to the scientific data and analysis, research outcomes will include best management practices guidance and safety recommendations for biofuel operations in managed forests. These findings will be communicated through existing logger and forester training programs to ensure the research findings are shared and applied throughout the industry.



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HARNESSING WIND POWER ON OUR LAND

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

Since 2008, Weyerhaeuser has 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, Weyerhaeuser 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. Weyerhaeuser is 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

Alta Rock Energy continues to explore the potential for developing Engineered Geothermal System projects on approximately 340,000 acres of geothermal rights we own in Washington, Oregon and California. AltaRock retains the right to convert a portion of this acreage into geothermal development leases if a viable project is identified.

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.

In 2011, Weyerhaeuser entered into a new geothermal option and lease agreement with Ormat Technologies to explore and evaluate over 260,000 acres of Weyerhaeuser geothermal rights in Washington and Oregon. Ormat is a leading, world-wide developer and



BIOMASS-TO-ENERGY VENTURE WITH MITSUBISHI

Weyerhaeuser signed a Strategic Memorandum of Understanding with Mitsubishi Corporation in February 2010 to explore the possibilities of collaborating in the biomass-to-energy business. Weyerhaeuser and Mitsubishi have successfully completed their combined analysis of the technical and commercial viability of producing bio pellets from a predominately forest residual feedstock. Due to the recent bio pellet market condition, both companies have decided to defer making decisions at this time in bio-pellet manufacturing while they continue to evaluate both bio pellets and other alternatives for participating in the bio-energy markets. The two companies are maintaining discussions while continuing to monitor changes in the marketplace.



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RENEWABLE FIBERS

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

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

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



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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

We have achieved our safety goal of a less-than-one RIR, and our on our way to becoming injury free. Our Drayton Valley, Alberta sawmill has gone ten years and our forestry operations in Uruguay have gone five years without a recordable incident.

Our Health Connection programs offer resources and support to help employees and their families stay healthy. Pardee Homes employees in Los Angeles, Calif. lost a combined total of 300 pounds through Weight Watchers.

The Weyerhaeuser Giving Fund offers assistance when disasters strike. We've contributed to recovery and rebuilding efforts following recent disasters in Haiti, Japan and the U.S. southeast.

In 2010, Weyerhaeuser employees completed more than 113 projects and contributed nearly 14,127 volunteer hours. Company volunteers in Hot Springs, Ark., sponsored a Bark for Life event to raise funds for the American Cancer Society.

Weyerhaeuser has a range of employee-led business diversity networks. These networks play an important role in helping the company achieve its diversity and business goals.

We are committed to developing and maintaining positive relationships with aboriginal communities wherever we operate. Our Grande Prairie, Alberta pulp mill sponsored an Aboriginal summer intern.

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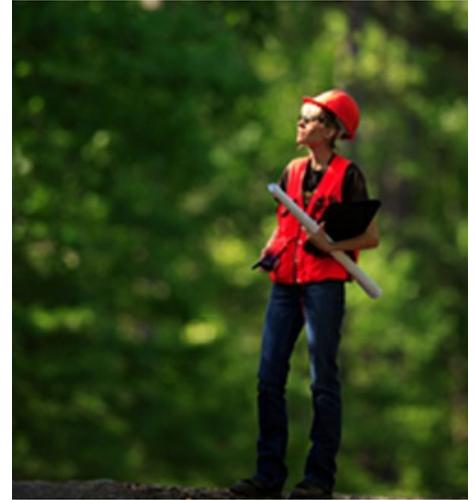
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EMPLOYEES

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 how well employees understand company, business and personal goals through our companywide employee engagement survey. In 2011 we significantly revised this survey to be shorter and more focused. Our goal is to roll out the survey to every employee between April and June. By the end of the year, results will be shared and actions plans in place for any improvement required.

In 2008 we conducted a pay and benefits survey that included some questions about how well employees understand business goals and their contribution to the success of the company. All U.S. salaried and non-union hourly employees received the survey and 66 percent responded. The results show that:

- 87 percent understand how their job contributes to the company achieving its goals
- 83 percent believe Weyerhaeuser conducts its activities with honesty and integrity
- 73 percent would recommend Weyerhaeuser as a good place to work
- 72 percent have a good understanding of Weyerhaeuser's business goals
- 71 percent would prefer to work for Weyerhaeuser even if a comparable job with comparable pay and benefits was available at another employer
- 63 percent have confidence in the information they receive from management

83%

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

73%

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

SOURCING TALENT

Our primary goal is to develop diverse leaders from within the company. For 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 facilities are in rural areas and rely heavily on the local work force for talent. Hiring locally is preferable, but we use many sourcing channels to fill open positions depending on the requirements of the role. We start with defining job duties and qualifications. Then we monitor staffing decisions to ensure selection processes are free from bias. Our process aligns with an employee relations policy that reflects values such as diversity, teamwork, effective leadership and personal accountability.

HIRING LOCAL TALENT

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

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

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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

- [Training and Development](#)
- [Diversity and Inclusion](#)

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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](#) ▼
- [Sustainability in Action: Winning by Losing](#) ▼

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
- Retiree medical coverage

HEALTH AND WELLNESS

- Worksite health and wellness programs and activities
- Companywide health and fitness challenges
- Company-subsidized Weight Watchers™ program
- Online Personal Health Resources and Health Coach
- On-site health screenings, including personal health assessments
- Quit For Life® tobacco cessation
- 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 are also 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.

FINANCIAL SECURITY

Weyerhaeuser employees are generally eligible to receive benefits from the pension plans at termination or retirement provided they meet certain eligibility requirements, adding to their own financial security in retirement. When considering the net returns of Weyerhaeuser's pension plan assets over the prior five- and ten-year periods, Weyerhaeuser's pension plan assets 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



100%

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

78%

Percentage of team participants who complete our quarterly companywide health and fitness challenges

900

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

2010 data from New York Mellon Corporation. All rights reserved.) The 2010 year-end estimated fair value of our combined (US and Canada) pension plans' assets was \$4.8 billion compared with a \$5.3 billion combined benefit obligation (all qualified, registered, non-qualified and non-registered plans), as of the end of 2010, measured on the basis of the Financial Accounting Standards Board Statement No. 158.

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

COMPANY CONTRIBUTIONS

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

We fund our qualified and registered pension plans and a portion of our non-registered plans. We accrue for non-qualified pension benefits and health and life postretirement benefits. We don't expect to have a contribution requirement for the U.S. qualified plan. We expect to contribute approximately \$80 million to our Canadian pension plans (registered and non-registered) in 2011.

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

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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.

HEALTH CONNECTION

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 stay healthy, identify specific health-improvement opportunities, make healthy lifestyle choices, and be better consumers of health care services. The objective is to identify and diminish the effects of root causes that contribute to poor health and serious diseases, such as depression and unmanaged stress, excess weight, high blood pressure, tobacco use and inactivity.

In 2010, we ramped up our health and wellness communication with employees to boost awareness, increase participation in our programs, and help improve the overall health of our employees. Our communications activities included regular health and wellness stories on our online company news center (intranet home page) and the launch of a health and fitness blog. Key results include:

- A team completion rate of 78 percent in our companywide health and fitness challenges
- An average of 900 employee visits per month to our internal health and fitness blog

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› SUSTAINABILITY IN ACTION

Winning by losing

In the spring of 2010, Phyllis Wade faced a moment of truth. She had just attended a Weyerhaeuser-sponsored on-site health screening and taken a number of tests to measure such things as cholesterol and glucose levels, blood pressure, and body mass index. When she saw the results, she was shocked.

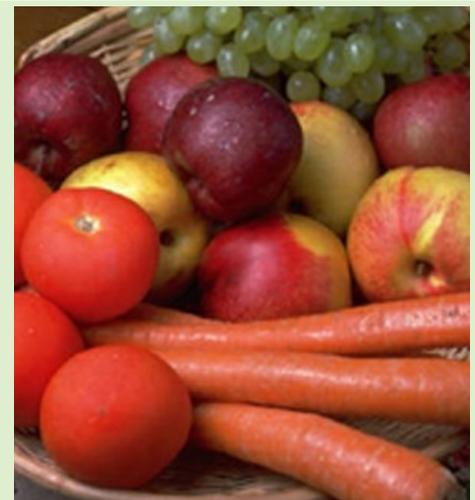
"I knew I was putting on weight but was surprised at how much," says Wade, an administrative assistant at Pardee Homes in Los Angeles. "It was the high cholesterol levels that really worried me, though." She realized the time for making excuses was over and decided to take action.

After consulting with her site's health and wellness coordinator, Wade came up with a plan that not only would get her back on track but also would involve her co-workers. She proposed starting a Weight Watchers program at work with about 20 interested people, about a third of the location's work force, with an equal mix of men and women and ranging from administrative professionals to vice presidents.

After 13 weekly meetings — led by a Weight Watchers representative and including weigh-ins and instruction on healthy lifestyles — the group lost a combined total of more than 300 pounds.

"On my own, I was making excuses to avoid getting started," Wade says. "But every Tuesday, we get together, jump on the scale, and see what we've accomplished. The group setting is the motivator. It's also a fun and supportive way to get to know people at work better."

Wade also credits Weyerhaeuser for the free health screenings and subsidized Weight Watchers program, both offered to



encourage employees to assess their health and make lifestyle changes.

"My test results were a wake-up call — it was clear I had to do something," she says. "Having the group participation with Weight Watchers made it much easier. And once the group started losing weight, it was like a pebble dropped in a lake. People began noticing. Now a co-worker's mother has joined, and my daughter is riding her bike to school."

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RELATED LINKS

[Careers](#)

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EMPLOYMENT DATA

As of Dec. 31, 2010, we had offices or operations in 10 countries with 14,250 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 developing solutions to meet the world's needs.

EMPLOYMENT STATISTICS (AS OF DEC. 31, 2010)

Total number of global employees	14,250
Average number of years with the company (North America)	15.2
Employees younger than 30 years (North America)	7.7%
Average age of employees (North America)	47.0
Percentage of employees in the United States and Canada	94.0%
Countries where we have employees	10
Employees represented by unions	26.9%

EMPLOYEE TURNOVER (2010)

Involuntary terminations in North America ¹	8.4%
Voluntary terminations in North America (includes retirements)	5.7%
Overall North American employee turnover	14.1%

1. The involuntary terminations in 2010 included employees affected by asset changes, closing or selling facilities, and business unit reorganizations.

TURNOVER BY AGE GROUP IN NORTH AMERICA (2010)

Age Group	Turnover of females (involuntary) ¹	Turnover of males (involuntary) ¹	Turnover of females (voluntary)	Turnover of males (voluntary)
< 30 years old	2.2%	1.5%	1.5%	1.3%
30-49 years old	4.8%	3.4%	2.8%	2.6%
50 and over	2.9%	3.0%	1.3%	1.9%
TOTAL number of individuals who left the company	273	878	151	636

1. The involuntary terminations in 2010 included employees affected by asset changes, closing or selling facilities, and business unit reorganizations.

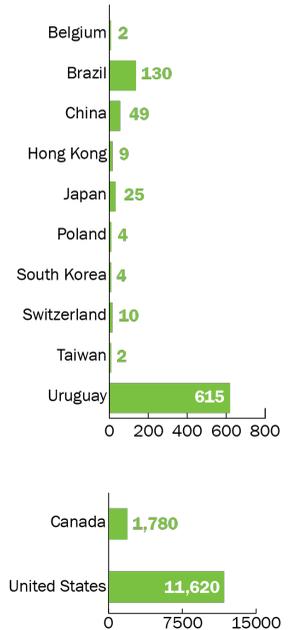
JOB ELIMINATION NOTICE PERIOD

In 2010, the total number of employees at Weyerhaeuser decreased by 4.6 percent, primarily as a result of closing or selling facilities and corporate reorganization. Whenever possible, we place affected employees in positions elsewhere within the company.

Weyerhaeuser attempts to ease the transition of involuntary terminations by:

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

WEYERHAEUSER EMPLOYMENT BY COUNTRY AS OF DEC. 31, 2010

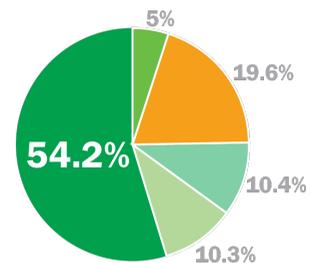


Total: 14,250

99%

Percentage of U.S. and Canadian employees who are full time (as of Dec. 31, 2010)

PERCENTAGE OF NORTH AMERICAN EMPLOYEES IN EACH SEGMENT



- Real Estate
- Cellulose Fibers
- Corporate Functions
- Timberlands
- Wood Products

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HEALTH & 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 Performance](#) ▼
- [Sustainability in Action: The Daily Grind](#) ▼
- [Incident Investigation and Reporting](#) ▼
- [Health and Safety Exchange](#) ▼
- [Record Keeping](#) ▼
- [Health and Safety Policy](#) ▼
- [Sustainability in Action: Injury-Free Uruguay](#) ▼

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:

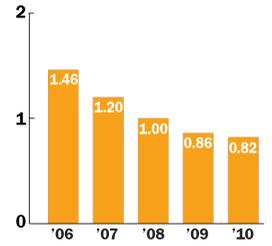
- Annual companywide performance objectives
- A standard process to report and investigate incidents
- A database to manage incident data
- An audit process to assess regulatory compliance and continuous improvement
- Online training available to all employees
- Robust communications

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SAFETY PERFORMANCE

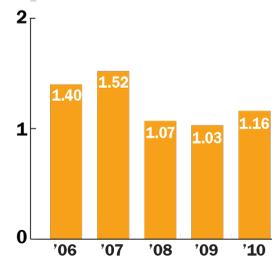
One measure we use to monitor our safety performance is the recordable incident rate. We achieved our goal of a less-than-one RIR, and have demonstrated this performance is sustainable. In fact, in 2010, 76 percent of our facilities operated injury-free. Our results show that we are placing the correct level of attention on employee and contractor safety and have the right processes, training, tools, communications, activities and behaviors in place.

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



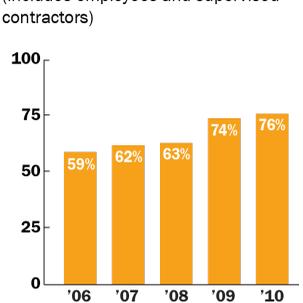
Data reflects performance of Weyerhaeuser's current portfolio of operation; does not include operations closed or sold since 2006.

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)



KEY SAFETY PERFORMANCE METRICS

INDUSTRY RECORDABLE INCIDENT RATE (U.S.)
American Forest & Paper Association
2010 Benchmark Report

SAFETY INCIDENTS AND FATALITIES¹

	2006	2007	2008	2009	2010
United States and Canada					
Employee RIR ²	1.46	1.20	1.00	0.86	0.82
Contractor RIR ³	1.40	1.52	1.07	1.03	1.16
Days-away case rate (employees)	0.38	0.33	0.42	0.33	0.28
Days-away rate (employees)	22.29	14.24	21.15	16.93	8.94
Fatalities worldwide					
Employees	0	0	1	0	1
Contractors	2	3	0	0	1

1. Data reflects performance of Weyerhaeuser's current portfolio of operations. 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 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.



FATALITIES

It is not acceptable to Weyerhaeuser that any person lose his or her life while working for us. Regrettably, we experienced fatalities in the last year. On Apr. 22, 2010, an employee died at our Port Wentworth, Ga., facility, when he was struck by a telehandler, a type of powered industrial vehicle. On Aug. 12, 2010, a contract employee died near Pe Ell, Wash., when a chain on the harvesting machine broke and a piece of metal penetrated the cab. On Jan. 19, 2011, a contract employee died when a loader he was moving across a bridge overturned into a creek.

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.

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SUSTAINABILITY IN ACTION

The daily grind

In 2000, George W. Bush won the U.S. presidential election with a recount in Florida, the Internet stock bubble burst, and mad cow disease became a hot topic for cattle farmers. The USS Cole was attacked in Yemen, and the human genome was finally deciphered. From the opening of the movie "Gladiator" to the very first "Survivor" on CBS, 2000 was a year that changed the world.

It was also a year of change for our saw filing room in Drayton Valley, Alberta. That September was the last time the saw shop group had an injury. While executing more than 20,000 saw changes, repairing and re-tipping more than 125,000 saws, and regrinding more than 30,000 chipping head knives, the five employees in this department have worked without a recordable incident.

All five Drayton Valley sawmill saw filers — Don Cameron, Wayne Sargent, Len Sicinski, Dave Lee and Francois Demers — attribute their safety achievement to the safety systems Weyerhaeuser has put into place, their personal commitment and dedication to safety, and their teamwork.

"Teamwork's important, all right. We all look out for each other's safety, and everyone pitches in," says Don Cameron, a saw filer for almost 25 years. "We're a team, and we all help each other out. We've put a lot of emphasis on developing our ability to flow to work so jobs aren't piling up for any one individual and no one feels rushed."

The saw filing department in Drayton Valley has proven day after day and year after year that high-risk tasks can be completed safely with good planning, good processes, and good teamwork.



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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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RECORD KEEPING

Accurate reporting and record keeping provide a solid foundation for tracking and analyzing incident trends so we can implement effective safety processes and prevent injuries. We expect accurate record keeping, and we are working diligently to improve our accuracy through record-keeping audits and training. Our record-keeping accuracy rate for 2010 was 82 percent, below our goal (95 percent) and below 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.

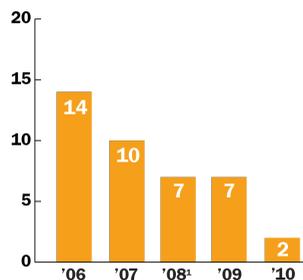
EXPECTATIONS

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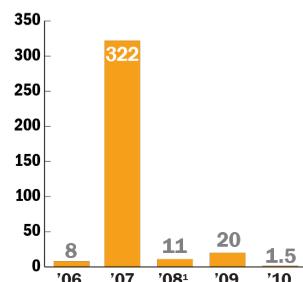
NUMBER OF HEALTH AND SAFETY COMPLIANCE CITATIONS IN THE UNITED STATES AND CANADA



¹ 2008 data includes facilities sold in August 2008 to International Paper.

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

(In thousands of U.S. dollars)



¹ 2008 data includes facilities sold in August 2008 to International Paper.

Injury-free Uruguay

In May 2010, Weyerhaeuser's South American forestry operations in Uruguay achieved five consecutive years without an employee recordable injury. Uruguay's finance, administration, industrial and human resources teams have gone more than five years without a recordable incident.

"By maintaining a strong focus on safety, we've taken the first step toward delivering world-class results," says Álvaro Molinari, general manager of Weyerhaeuser Products (Uruguay). "The next step is to sustain this level of performance by continuing to instill safety values into every aspect of how we do our jobs."

The five-year safety milestone was the result of dedicated leadership combined with an enthusiastic employee commitment that created a culture of caring based on Weyerhaeuser's "Orange Book" principles of:

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

Weyerhaeuser began operations in Uruguay in 1996 and has been recognized publicly as a leader in modeling safe work practices and in creating a safe workplace. More than 3,500 employees and contractors have received safety prevention training. The business has also hosted safety workshops for other companies interested in improving their own safety practices.

[back to top](#) ▲**RELATED LINKS**[Health Connection programs](#)

Last updated June 10, 2011.

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DIVERSITY AND INCLUSION

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](#)
- [Sustainability in Action: There's Net Worth in Our Networks](#)

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

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

1. **Placement against opportunities.** This requires us to determine the availability of women and minorities to fill management, professional and sales positions at Weyerhaeuser. We use that information to set placement targets where we have gaps in these areas. Then we monitor whether we're filling open positions at the target rates we've set or higher. In 2010, our rate of placements against opportunity was 96 percent. This is short of our target due in large part to a significant decrease in job openings across the company.
2. **Work force representation.** We measure progress made toward increasing representation of women and minorities in the same three categories. In 2010, our workforce representation increased by 3.8 percent. This is a notable improvement over the previous year, during which we experienced a decline due to continuing workforce reductions in response to the economic downturn.

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INCLUSION TRAINING FOR LEADERS

In early 2011, we developed 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. By the end of 2012, all leaders in the company are expected to complete the training.

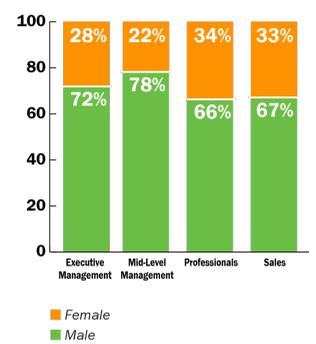
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BUSINESS DIVERSITY NETWORKS

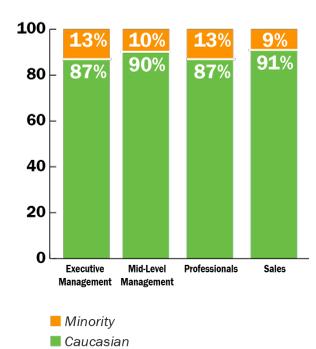
Weyerhaeuser has a range of business diversity networks, designed to give employees an opportunity to share experiences, gain exposure to other businesses, acquire mentors, partner across networks, and provide feedback to company leaders. Each group is led by employees, sponsored by members of the senior 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)

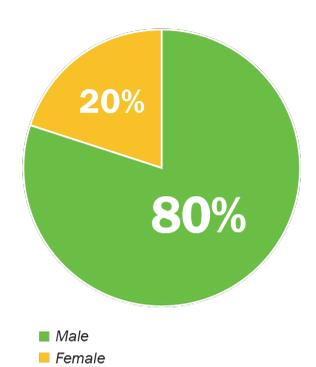
JOB BREAKDOWN BY GENDER



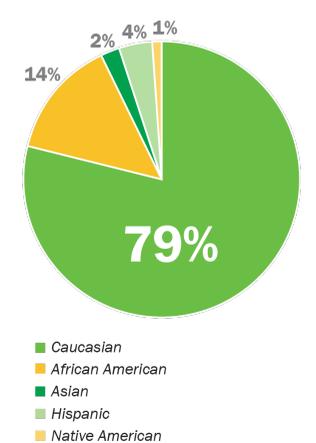
JOB BREAKDOWN BY DEMOGRAPHIC GROUP



WORKFORCE REPRESENTATION TOTAL COMPANY BY GENDER



WORKFORCE REPRESENTATION TOTAL COMPANY BY DEMOGRAPHIC GROUP



- **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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1

Woman on 10-member senior management team (as of April 2011)

1

Racial Minority on 10-member senior management team (as of April 2011)

3

Women on 10-member board of directors (as of April 2011)

1

Racial minority on 11-member board of directors (as of April 2011)

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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SUSTAINABILITY IN ACTION

There's net worth in our networks

When Vicki Martinez was seeking an information technology job several years ago, she looked at each prospective company's diversity efforts and employee networking opportunities.

"It was a warning sign to me if a company wasn't open-minded to diversity," says Martinez, now an application developer for Weyerhaeuser's Timberlands business and a member of the company's Hispanic networking group. "I was pleased that Weyerhaeuser was committed to changing its work culture and offered employees a chance to share their experiences and ideas."

Weyerhaeuser's first diversity networking group was formed in 1997 at Corporate Headquarters. Known as Weyerhaeuser Women in Action, the pioneering group was created as a way for people interested in women's issues to gain support and promote the value of inclusive behavior.

Now, with eight groups ranging from the Black Employee Alliance to one concerned with veterans' issues, Weyerhaeuser's Business Diversity Networks play an important role in helping the company achieve its diversity and business goals.

"To be successful, we need productive and engaged employees who feel their contributions can make a difference," say Effenus Henderson, Weyerhaeuser's chief diversity officer. "This can only happen if we have a culture and work climate that values different perspectives, fosters collaboration and offers opportunities for leadership development."

To Margaret Larkey, another information technology professional and a co-leader of Women in Action, networking benefits both the company and employees.

"Belonging to a supportive group allows people to bring more of themselves to work and broadens the human dimension," she says. "I believe learning from people with a variety of backgrounds and encouraging their participation produces a stronger end result and makes employees more supportive of the company and its goals."



RELATED LINKS

[2010 Diversity Annual Report](#)
[More about our diversity programs](#)
[Human Rights](#)

Last updated June 22, 2011.

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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 100%
- 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 2010, we held 32 enterprise-wide classes, 11 business or region-wide classes, and 149 online or virtual classes, resulting in:

- 4,197 student days of education
- 100% of employees taking at least one classroom or online-based course.

We offer online training modules on more than 48 topics regarding environment, health and safety. All employees participate in ethics training on a regular basis.

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

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.

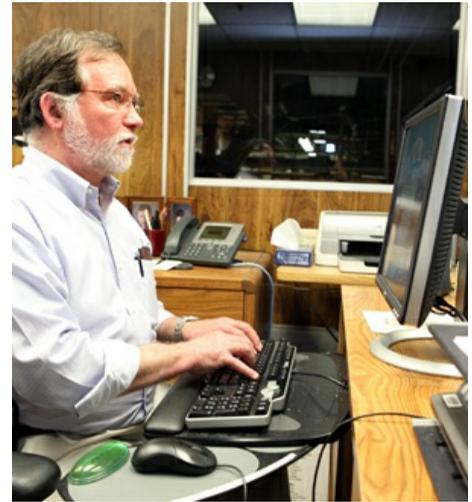
Employees are expected to own their performance and their careers. They are accountable for developing and executing their IDPs.

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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4,197
Student days of education in 2010

100%
Percentage of employees who took at least one classroom or online-based course.

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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 26.9 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

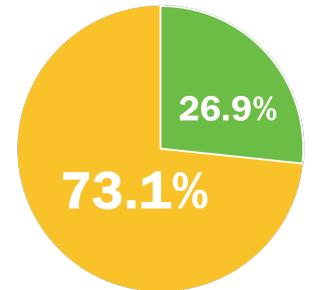
To resolve questions about business conduct, employment issues and benefits appeals, Weyerhaeuser employees have several resources:

- 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.

Last updated June 10, 2011.



EMPLOYEE REPRESENTATION
(as of Dec. 31, 2010)



■ 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.

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

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

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

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

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

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

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

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

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

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

RELATED LINKS

- [Managing Suppliers](#)
- [Indigenous People](#)

Last updated June 10, 2011.



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Weyerhaeuser Giving Fund

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Employee Involvement

Forestry Education

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COMMUNITY SPIRIT

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 2010, these efforts totaled \$5.3 million in charitable giving. In addition, 1,102 employees and retirees completed 113 volunteer projects, contributing more than 14,127 volunteer hours to our communities.

We also support [forestry education](#), primarily through our Forest Learning Center at Mt. St. Helens and Environmental Education Center in Cool Springs, NC. And every year we engage 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 has played an integral role in the philanthropic efforts of the company providing more than \$212 million in donations over 62 years. In 2011 our philanthropic program moved from giving from the Weyerhaeuser Foundation to giving from our new "Weyerhaeuser Giving Fund" through Weyerhaeuser NR Company and Weyerhaeuser Company Limited.

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 Weyerhaeuser 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.

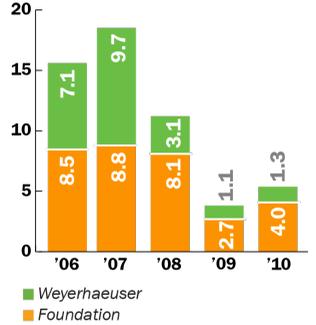
NATIONAL/INTERNATIONAL GRANTMAKING:

New for 2011, applications in this category will be accepted by invitation only. 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.

Last updated June 10, 2011.

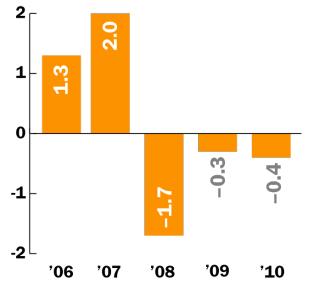
ANNUAL WEYERHAEUSER CHARITABLE GIVING

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



CONTRIBUTIONS AS A PERCENTAGE OF THREE-YEAR AVERAGE PRETAX EARNINGS

The 2008-10 calculation is skewed due to negative company earnings in 2008-10



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GRANT GUIDELINES

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

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

Last updated June 10, 2011.

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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 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: Beginning in 2011, support to selected, high-priority national or international initiatives directly related to the sustainability and importance of working forests will be 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
- 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.** The 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:** You will generally be notified of our intent to provide a grant 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 grant application to receiving a grant may take several months.** We cannot fund all applications we receive. All applicants will receive notification of a decision to fund or decline a proposal.

[Begin a new Application](#) ▼

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

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

BEGIN A NEW APPLICATION

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

- Step 2:**
- Funding priorities 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:** Funding priorities specifically for the company's Headquarters communities in and near Federal Way, WA will be determined later this Spring and communicated on this website. Therefore, applications for this area are not being accepted at this time.

- 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: Review and select the appropriate application below.

Step 5: Complete and submit the application by August 1. We only accept online applications.

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

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COMMUNITY AND STATEWIDE GRANT APPLICATIONS

Please select the appropriate link to access a grant application for projects or programs serving Weyerhaeuser communities in the U.S. and Canada or for a state-wide project in Weyerhaeuser's key timberland states in the U.S. (see [where we give](#)). PLEASE DO NOT USE THESE APPLICATIONS IF YOUR REQUEST SERVES OUR CORPORATE HEADQUARTERS COMMUNITIES IN AND NEAR FEDERAL WAY, WA.

- [U.S. 501\(c\)\(3\) public charity organizations](#)

- [U.S. 501\(c\)\(3\) public charity organizations that share the same Tax ID under the group exemption of a national 501\(c\)\(3\) public charity \(for example a local affiliate of Habitat for Humanity International\)](#)
- [U.S. public education institutions or government entities](#)
- [Canadian charities registered with the Canada Revenue Agency or registered as a provincial nonprofit society](#)
- [Canadian public education institutions or government entities](#)

HEADQUARTERS AREA GRANT APPLICATIONS

Funding partners in the company's Headquarters communities in and near Federal Way, WA have been identified for this year, and applications serving this area are not being accepted for the remainder of 2011.

NATIONAL GRANTS

Grant applications for national projects or programs closely tied to the forest products and homebuilding industries are considered by invitation only. Unsolicited applications are not being considered at this time.

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Tips for saving and accessing your online application:

- The first time you attempt to access an online application, you will be prompted to create an application account using your email address and a password. This account will contain copies of your in-progress or submitted grant application, which you can access at any time. Please make note of your password. We recommend you save your application early and often in the process.
- When you are navigating through pages in the application, please do NOT use your browser's Back button – you will lose unsaved information. Please click the page numbers at the top of each screen to navigate through your application.
- You may wish to print a hard copy of the application for your records, or save it to your computer for future reference.
- Please save the confirmation emails reminding you of the email and password you used to create your account, and the link to access your account (to return to your saved application or view your submitted application).
- Once your application has been submitted, you won't be able to make additional changes or include additional attachments.
- 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.

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CONTACT US

FUNDING IN THE U.S.

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

anne.leywa@weyerhaeuser.com or
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
Fax: 780-539-8004

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SPONSORSHIPS & 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.

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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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 2010, 1,102 Weyerhaeuser employees completed more than 113 projects and contributed nearly 14,127 volunteer hours through the team-based Making WAVES and individual iWAVE volunteer programs.

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 team-based Making WAVES (Weyerhaeuser Active Volunteer Employees) program and individual iWAVE program—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.

"I think just now, three days after it has ended, I am beginning to see the impact it has made on me. You may wonder how in the world a 100-hour work week could make someone so exhilarated. One word: magic. Truly, this week is magic."
—Weyerhaeuser volunteer

Some recent projects completed by WAVES employee volunteers include:

- Building low-cost homes with Habitat for Humanity
- Beautifying local schools, parks and streams by building a school or community playground, renovating playground equipment, building hiking trails or developing gardens in local parks
- Rebuilding communities in the Gulf area following Hurricane Katrina
- Working with youth as mentors and tutors
- Collecting donations for local food and clothing banks
- Renovating local community facilities such as sports arenas and community centers
- Organizing and participating in community festivals or fundraising events for charities and local community groups such as the American Cancer Society's Relay for Life and the March of Dimes Foundation's WalkAmerica
- Providing nonprofits with business expertise in areas such as strategic planning and technology
- Planting trees or restoring and enhancing native ecosystems
- Mentoring youth on sustainable forestry practices
- Service as a board member



Find us on Facebook

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Weyerhaeuser Active Volunteer Employees WAVE & iWAVE

[Like](#) 705

Corporate Headquarter Employees are partnering with World Vision to provide essential hygiene kits for people in the U.S. affected by recent natural disasters. For more information visit the Weyerhaeuser Giving Fund Disaster Relief and Response SharePoint site on ROOTS or see the attached flyer.

[Wall Photos](#)

Facebook social plugin

SUSTAINABILITY IN ACTION

Dogged determination

While studies show that dogs can be trained to detect cancer, a Weyerhaeuser team recently demonstrated that any obedient mutt can help fight it.

For many years — and many miles — company volunteers in Hot Springs, Ark., have participated in the American Cancer Society's annual [Relay For Life](#) fundraising event. This year, Team Weyerhaeuser sponsored a new event, the first of its kind in their county. Called Bark For Life, this hairier version of the Relay invited dogs and their best friends to the local Magic Springs and Crystal Falls theme park for a walk to raise funds and awareness.

After hundreds of hours of volunteer coordination, tails wagged and tongues lolled March 26. The barkers included some 50 dogs of all pedigrees — including a police K-9 and Elvis, a Westminster Dog Show "Best of Breed" coonhound. An even larger number of two-legged participants included local veterinarians, business sponsors, and other community Relay For Life teams. In addition to dog walking, the four-hour event included demonstrations, contests, and edible treats for both dogs and their owners.

"When we started, we didn't realize how big it might become," says Regina Aitken, administrative assistant for iLevel in Hot Springs and one of the many volunteers who organized the event. "But we have a lot of dog lovers on our committee, and the Hot Springs Kennel Club was all over it. The whole thing took off like crazy." The weather on Bark day didn't cooperate much, but Aitken says the event went well nonetheless.

"It was incredible, and the dogs were so well behaved! If we'd had good weather, we probably would've had 150 dogs there."

Bark For Life still raised more than \$3,500 for the [American Cancer Society](#). According to Aitken, the team learned a lot and is likely to repeat the event. "It could be replicated anywhere," she adds, noting that enthusiastic dog lovers have held Bark For Life events in approximately 100 communities nationwide.

"We had too much success not to do it again," she says. "But maybe we'll do our next one in fall sunshine instead!"



RELATED LINKS

[Join our Facebook Community](#)

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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 you'll find 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

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 its 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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SUSTAINABILITY

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](#)
- [Insects](#)
- [Mammals](#)

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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 [foxsquirrel](#). 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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SPECIES LISTS

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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TRIP PLANNING AND DIRECTIONS

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

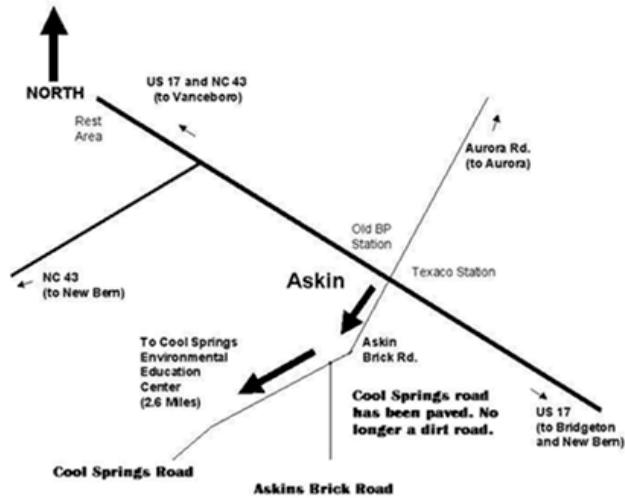
FROM KINSTON/GOLDSBORO AREA:

- 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:

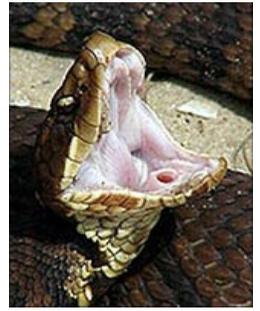
- Long pants.
- Substantial shoes suitable for walking long distances through the forest.
- Hats or caps during the insect season. We do provide insect repellent, but you might prefer your own brand.
- No sandals, flip-flops, or other open-toed shoes.
- Bring a snack to eat along the trail—crackers, 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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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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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

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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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 70-feet tall. They're growing so densely that thinning is needed to ensure the heartiest have the sunlight, nutrients and space needed to grow to maturity.

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

We invite you to browser 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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TEACHERS ON SUMMER ASSIGNMENT

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

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

The program requires teachers to:

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

Examples of assignments include:

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



JOB ASSIGNMENTS

Location	Assignment	Theme
Greenville, New Bern & Plymouth (3 assignments)	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 electrical 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 (2 assignments)	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:
 - Your current contact information for you at home and school
2. Letter of interest (1-page maximum) describing:
 - Your experience and interest in designing your own classroom activities
 - 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:
 - Your leadership skills

- How this experience might benefit your classroom and school
- How the principal would support you in this endeavor, including your participating in a follow-up curriculum sharing day during the next school year
- Your ability to organize and write lesson plans

DEADLINE

Application deadline is May 2, 2011.

SUBMIT APPLICATION

Application materials should be submitted to:

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

Facsimile: 252-633-7426 E-mail: linda.holton@weyerhaeuser.com

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STAKEHOLDER ENGAGEMENT

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

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

- [Nongovernmental Organizations with which We Engage](#) ▼
- [Types of Stakeholder Engagement](#) ▼
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NONGOVERNMENTAL ORGANIZATIONS WITH WHICH WE ENGAGE

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

TYPES OF STAKEHOLDER ENGAGEMENT

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

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

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



- A number of internal blogs written by senior leaders and subject matter experts

Communities

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

Suppliers

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

Nongovernmental Organizations

- One-on-one dialogue
- Partnerships to conduct wildlife, biodiversity and other environmental research
- Community consultation
- Support for organizations that promote sustainable business practices
- Participation in local, regional, national and global forums with multiple stakeholders
- 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 2010, 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.

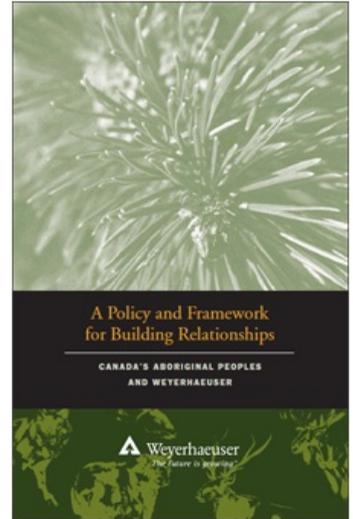
For example, in Canada, where Weyerhaeuser is a steward of public land, we work to support and sustain the role of aboriginal peoples in Canadian forests. Our relationships with aboriginal communities include:

- 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

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

A fresh perspective

When Rick Laboucan was approached by our Human Resources department about spending time with an Aboriginal student for the summer, he thought it was a great idea.

"My own background is Cree, and I was happy to provide the opportunity," says Rick, mechanical maintenance team leader at our Grande Prairie, Alberta, pulp mill.

The opportunity was created by the Aboriginal Job Shadow Program, which is coordinated by the Grande Prairie Regional College in conjunction with aboriginal organizations, industry partners and the government.

So in came Dallas Lizotte, a Métis who was 16 years old at the time. He spent six weeks at Weyerhaeuser, spending time in shipping and receiving, the electrical department, the machine shop, the welding shop, and the rebuild shop, as well as with Laboucan, who is a millwright.

"Dallas went to our morning meetings, where we talked about everything from risk assessment to the day's activities," Laboucan says. "It was also good for our seasoned veterans to work with a student and get a fresh perspective."

In addition to the time and effort from Weyerhaeuser mentors, the company also donated \$7,500 to the overall program, which is matched by federal dollars. Students, who often come from a long distance, live at Grande Prairie Regional College during the summer and receive a stipend and a bonus for completing the program.

Laboucan says the pulp mill will welcome students again.

"I think it's a very worthwhile program," he says. "It helps the students experience the real world, get focused, and gain more knowledge about what's available once they leave school."



RELATED LINKS

[Human rights policy](#)

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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. More recently, 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.

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

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

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

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

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

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

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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're committed to continuous improvement by practicing sustainable forestry, conserving natural resources, and reducing waste and pollution.



SECTION HIGHLIGHTS

Forests that Weyerhaeuser owns or manages provide habitat for a number of threatened or endangered species. A litter of endangered red wolves was born on our timberlands in North Carolina in 2010.

In 2010, we spent \$26.1 million on forestry research topics including forest health and productivity, water quality, fish and wildlife, landscape management and biodiversity. We've partnered with the Southeastern Bat Diversity Network to better understand bats.

Weyerhaeuser uses almost every portion of every log in our manufacturing processes. Our Kenora, Ontario associates have been recognized for their efforts in waste minimization.

We have a goal to reduce water use at our cellulose fibers mills 20 percent by 2012, from a 2007 baseline. Our Longview, Wash. cellulose fibers mill has reduced water use in support of this goal.

Our chemical management policy sets expectations for reducing chemical risk. Our Sutton, West Va., oriented strand board plant reduced its chemical inventory through focused efforts.

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SUSTAINABLE FOREST MANAGEMENT

Weyerhaeuser manages forests for wood production as well as the ecosystem services they provide. These include 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	2010
Area owned or managed ¹	20.5 million acres
Seedlings planted	50 million
Percentage of land with an environmental management system aligned to the ISO 14001 Standard	100%
Percentage of land harvested	
United States	1.9%
Canada	0.2%
Uruguay	0.7%
China	2.5%
Area harvested	150,408 acres
Percentage replanted within two years (United States and Canada)	98.2%
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 2010, the size of Weyerhaeuser's average clearcut in the United States and Canada was 87 acres. We reforest these areas by planting seedlings or through natural regeneration. We generally plant at the first opportunity following harvest.

In 2010, 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 97 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.

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RELATED LINKS

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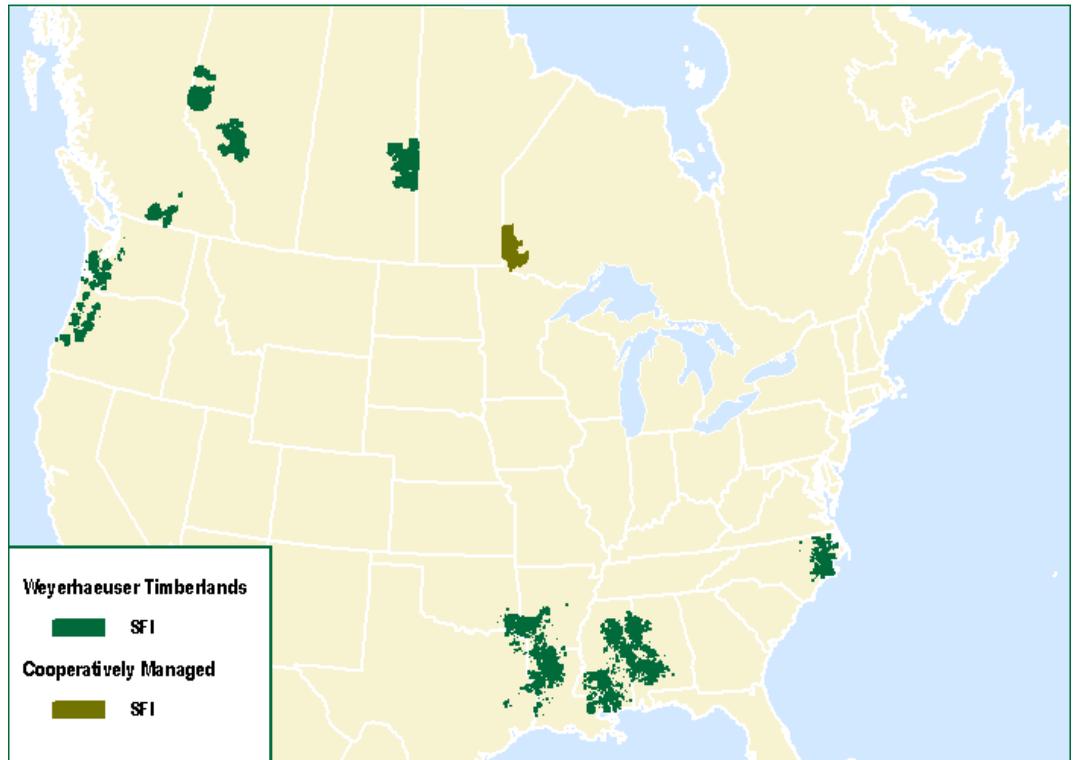
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- Timberlands in China

TIMBERLANDS IN NORTH AMERICA

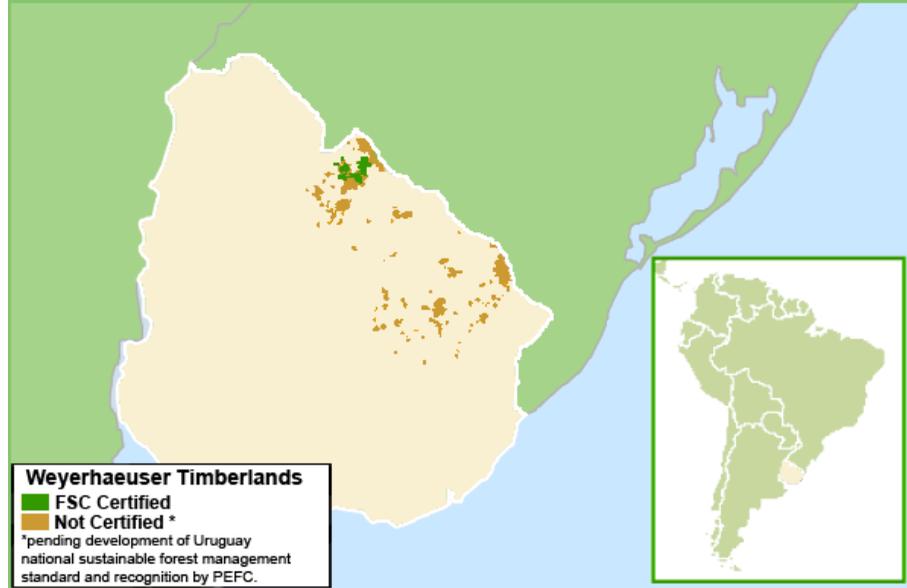
We manage 20.15 million acres of timberlands in North America. All of this acreage has been independently certified as meeting the requirements of the Sustainable Forestry Initiative standard. In October 2010, we joined with several First Nations, the Government of Ontario, and other forest companies 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

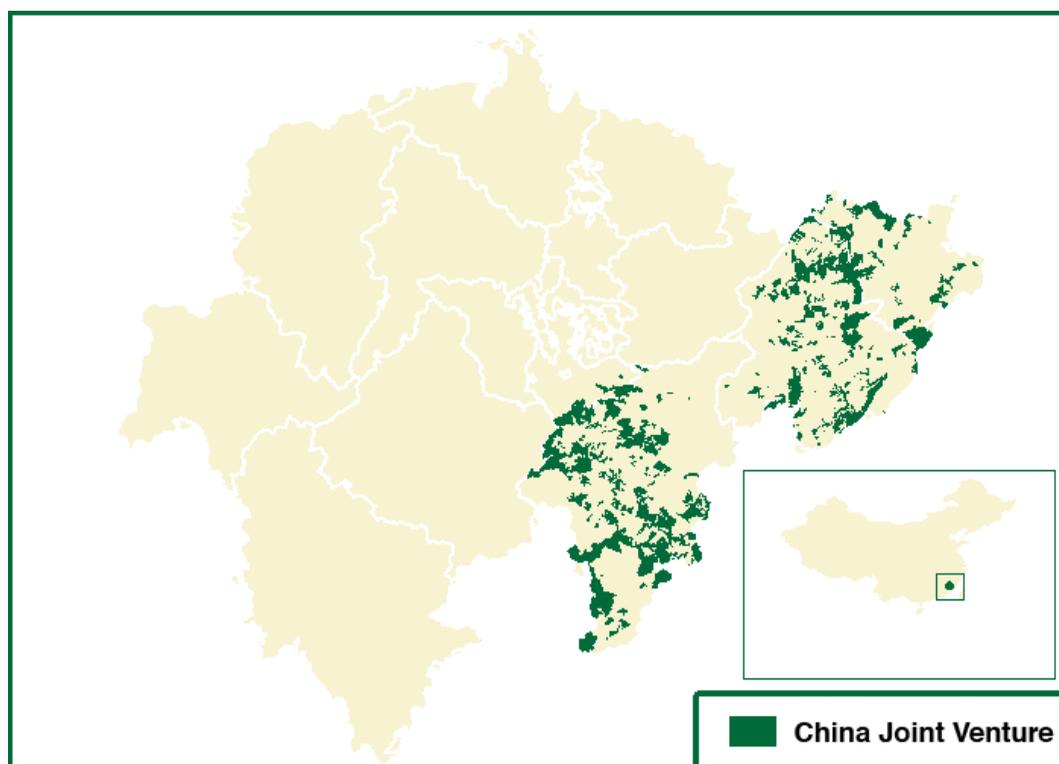
We manage 324,030 acres of land in Uruguay, where we planted trees on grasslands that were primarily used for cattle grazing. A portion of this acreage is certified to the Forest Stewardship Council South American plantation standard. The remainder is managed to the requirements of our internal sustainable forestry policy. We have collaborated with others in Uruguay to finalize the Uruguayan sustainable forestry standard and are now working to gain recognition from the Programme for the Endorsement of Forest Certification.



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TIMBERLANDS IN CHINA

The 2,230 acres of land we own and manage in China is managed to the requirements of our internal sustainable forestry policy and we are currently developing plans for forest certification.



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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. Weyerhaeuser licenses forest land from provincial governments for renewable terms of 20 to 25 years. As of April 2011, Weyerhaeuser holds licenses to roughly 14.0 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

Weyerhaeuser's 2010 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 Weyerhaeuser, governments and others to conduct research and develop caribou recovery plans. Mountain pine beetle infestations have presented a new threat, and Weyerhaeuser's revised plan to address the pine beetle continues to incorporate caribou needs. Harvesting strategies to reduce the risk of mountain pine beetle are expected to have minimal impact on important zones within caribou habitat.

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, a joint undertaking between FPAC members and a number of environmental nongovernmental organizations. The agreement is intended to be a nationally and globally significant precedent for boreal forest conservation and forest-industry competitiveness.

Weyerhaeuser is a longtime member of FPAC; has operations in Alberta, Saskatchewan and Ontario that are in the boreal forest; and adheres there to some of the highest forest practice standards in the world. We 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 Canadian Boreal Forest Agreement, including Weyerhaeuser, have pledged to work together and with all levels of government to find a workable balance among the needs of forest-dependent communities and the social and environmental attributes of the boreal. We plan to participate fully in the implementation of this ambitious initiative in a manner that respects all interests in the boreal.

For several years, Weyerhaeuser has also been working alone and with partners such as Ducks Unlimited Canada to support habitat and wildlife conservation efforts. In 2006, Weyerhaeuser and Ducks Unlimited Canada agreed to jointly fund and conduct research focused on waterfowl and wetland bird habitat on Weyerhaeuser-managed lands in Alberta.

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

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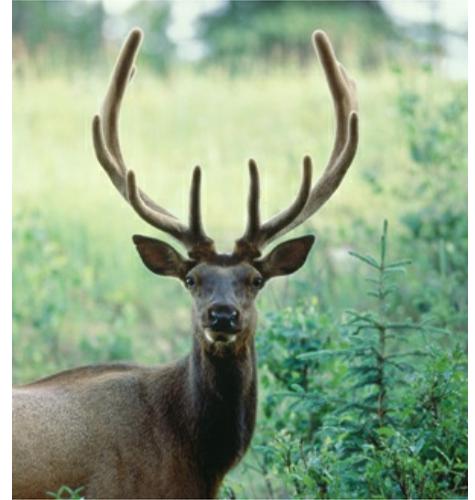
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THREATENED AND ENDANGERED SPECIES

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

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



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

AMERICAN BURYING BEETLE IN OKLAHOMA AND ARKANSAS

Our forests provide habitat used by these beetles, and under our plan, we adjust our practices on 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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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.

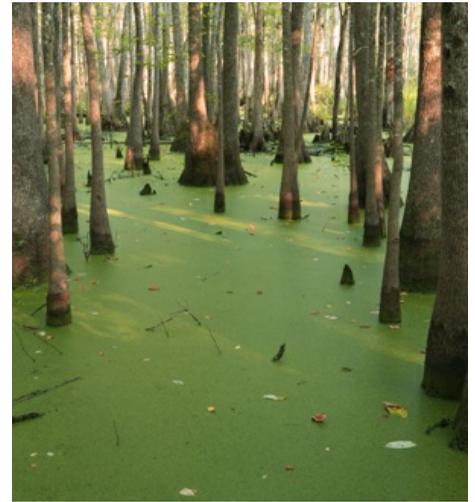
Since then, the North Carolina Coastal Land Trust and The Nature Conservancy secured grants to buy land or conservation easements, which prevent development. We also donated easements and are preserving some land through the state's natural heritage registry. The protected land includes the site of the [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](#)
- [Certification Standards](#)

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100,000
Acres contributed to conservation initiatives in Washington as of 2010

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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 ▼
- Research Partnerships ▼
- Sustainability in Action: An Idea With Wings ▼

RESEARCH SPENDING

In 2010, we spent \$26.1 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.

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RESEARCH PARTNERSHIPS

MANAGING MIGRATORY BIRD HABITATS

Weyerhaeuser and Ducks Unlimited Canada are engaged in a five-year, \$2.5 million (CAN\$1.25 million per partner) conservation project that will provide science-based information to help manage migratory bird habitats in all three of Weyerhaeuser's Alberta forest management areas. The partnership will focus on conserving boreal wetland systems, including riparian areas. These watersheds of the western boreal forest are vital to northern communities and provide unparalleled economic, environmental and social benefits to all Canadians.

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

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

FOSTERING CONSERVATION AND SUSTAINABLE MANAGEMENT OF BIOLOGICAL DIVERSITY IN MANAGED FORESTS

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

The Conservancy considers Oregon's Willamette Valley to be one of eight critically endangered ecoregions in the United States. Less than 1.5 percent of the valley is protected and managed for biological diversity. Weyerhaeuser contributed \$90,000 to support the Conservancy's ongoing efforts to address these gaps. Also in Oregon, Weyerhaeuser has agreements with The Nature Conservancy to manage three conservation easements on Weyerhaeuser 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.

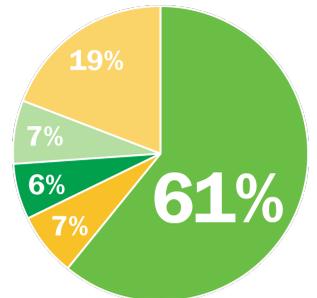
In Mississippi, the mission of The Nature Conservancy is to find, protect and maintain the best examples of natural communities, ecosystems and endangered species in the state. To help achieve these goals, Weyerhaeuser worked with The Nature Conservancy on the Tombigbee River Watershed Program, in the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

The Old Cove area is located in a 12,000-acre forested landscape that includes the headwaters of three rivers, the ecologically unique Shelton Mountain, 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 Weyerhaeuser has 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.

\$26.1

Million dollars spent on forestry research in 2010

2010 FORESTRY RESEARCH SPENDING



- Forest health and productivity
- Water quality
- Fish and wildlife
- Ecosystems and biodiversity
- Other

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 with a follow-up survey scheduled for 2011.

STUDYING THE EFFECTS OF FORESTRY ON THE TRASK RIVER WATERSHED

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

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

The Trask River Watershed Study (North-Coast) is part of a research cooperative including two other watershed studies in Oregon-Hinkle Creek (Cascades) and 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.

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

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

The numbers of at-risk species and communities that could occur on fiber-producing lands nationwide run into the thousands, but due to limited field inventories, precise locality data are lacking. The collaborative application of the expertise, methods, and tools contributed by partnering organizations will provide the forest industry with the means to efficiently allocate scarce resources while ensuring the certification standards for at-risk biodiversity are met.

The project will help provide:

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

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SUSTAINABILITY IN ACTION

An idea with wings

Regardless of how you may feel about them, there's no denying bats are critical critters. There are more than 1,100 bat species worldwide, yet they suffer as one of the most misunderstood groups of animals. Their ecological importance, however, cannot be ignored.

Bats pollinate plants (such as the agave cactus, used to produce tequila), eat scores of vegetation-devouring insects (saving billions of dollars worth of crops and reducing the need for pesticide use), and swallow mosquitoes by the bucketful. Without bats, our planet would be far less green, diverse and vibrant, and our quality of life would be seriously affected.

"Bats are interesting and important," says Dr. Darren Miller, Weyerhaeuser's Southern environmental research manager, "but we know so little about them, it's often difficult to provide management recommendations to help conserve them and the habitat they depend on." We do know they're essential, though, which is why bat fans such as Miller band together to learn more about these fuzzy fliers.

In an effort to better understand bats, bat biologists lead volunteers in a whirlwind data-gathering exercise known as the "Bat Blitz." From dusk to 2 a.m., for three nights in a row, they'll catch bats in very fine "mist nets" strung across flyways. The animals are examined, measured and sometimes tagged. Hair and tissue samples may be taken for genetic testing. All this information is added to databases that aid understanding and conservation.

"Bats are really hard to catch," Miller says, "so when you get dozens of people out there, you can get as much information in three days as a field team gets over a whole season, maybe two."

Bat blitzes have occurred on public lands all across the southeastern U.S. There've been eight since 2001, organized by the [Southeastern Bat Diversity Network](#).



The need for information is especially urgent now. A disease called white nose syndrome that began in the northeastern U.S., is killing bats during the hibernation period. And it's spreading. In three years, it's made it from New York to Virginia and earlier this year was found in Tennessee and Missouri.

"It's already killed more than a million bats," Miller says, "and it's probably the greatest threat they've ever faced in the eastern U.S."

The U.S. Forest Service recently honored the SBDN's effort with its [2010 Wings Across America Award](#) for bat conservation. Miller and Weyerhaeuser are cited as two of several key partners. Miller, current president of the SBDN, has been actively involved in the past seven blitzes as a team leader and organizer.

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STUDYING THE EFFECTS OF AFFORESTATION ON HYDROLOGY AND DRAINAGE WATER QUALITY

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

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

Specific objectives of this project are:

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

[Learn more about this project.](#)

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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.

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

Key findings include:

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

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

RELATED LINKS

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

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LIMITED USE OF METHYL BROMIDE

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

Within the Protocol, industry can still legally use methyl bromide to prevent the spread of designated quarantine pests, which can include diseases, insects and invasive weeds. The ability to use methyl bromide and other chemicals in forest nurseries enables a very small overall nursery land base to supply the planting stock necessary to promptly plant thousands of acres of forest land annually, with the corresponding significant environmental and societal benefits that healthy working forests bring. We achieved a 22 percent reduction in pounds of methyl bromide applied per acre in our Washington and Oregon tree nurseries between 2001 and 2010.

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



22%

Reduction in pounds of methyl bromide applied per acre in our Washington and Oregon tree nurseries

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GENETIC ENGINEERING

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

Weyerhaeuser does not grow genetically engineered trees. Genetically engineered plants are regulated by law, and no genetically engineered forest tree has been approved for commercial use in 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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SUSTAINABLE FORESTRY POLICY

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

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



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PROMOTING SUSTAINABLE FORESTRY

In 2010, in the United States, Weyerhaeuser:

- Purchased wood directly from 2,214 private forest owners and provided them with information on reforestation and best management practices.
- Provided information on reforestation and best management practices to 4,110 indirect suppliers, such as loggers who supply logs to third-party sawmills that sell their residual chips to Weyerhaeuser.
- Communicated our procurement policies to loggers, chip suppliers, wood dealers and other raw-material suppliers.
- Provided information about sustainable forestry to more than 2,200 family forest owners in the United States. About 500 of these owners—who manage a total of more than 128,000 acres—participated in our Land Owner Assistance Program. In 2010, we helped these owners develop forest-management plans, provided 2.3 million seedlings at no cost, and helped regenerate 2,480 acres through planting and 4,265 acres through natural regeneration.



4,110

Number of suppliers who received information on reforestation and best management practices in 2010

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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 \(CSAZ809\) Sustainable Forest Management standard](#)
- [Sustainable Forestry Initiative® \(SFI®\) standard](#)

There are also two international "umbrella" programs:

- [The Forest Stewardship Council](#), an international standard with regional variations. The FSC standard originally was developed for tropical areas where effective governmental regulations of forestry practices did not exist. FSC standards in North America (although not in some other regions) generally discourage some silvicultural practices that are important to intensive, commercial forest management.
- [The Programme for the Endorsement of Forest Certification](#), an international umbrella organization for the assessment and recognition of national forest certification standards. It now endorses 29 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.

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WHAT INDEPENDENT OBSERVERS THINK OF THE STANDARDS

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

- The Central Point of Expertise on Timber, which is the United Kingdom's government agency that assesses forest certification systems, determined that SFI, CSA, PEFC, and FSC fully meet the agency's criteria for evidence of legal and sustainable sources of forest products.
- In 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 encourages the use of wood or wood products certified to a credible third-party sustainable forest certification program, including SFI.
- The U.S. General Services Administration Solicitation for Offers requirement (Section 7.4) encourages the use of certified wood for all new installations of wood products, and references FSC United States and SFI for more information.
- Public Works and Government Services Canada requires all wood products used in its building projects to be certified under one of the three certification programs that operate in Canada: SFI, the Canadian Standards Association or the Forest Stewardship Council. The department believes all three programs effectively promote more sustainable management of Canada's forest resources.
- Terrachoice Environmental Marketing lists the SFI label as a credible eco-label in its 2010 Seven Sins of Greenwashing. You can read the report [here](#).

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FORESTS

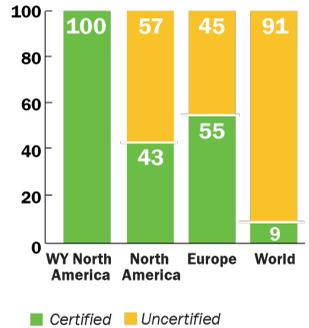
All Weyerhaeuser's timberlands operations have environmental management systems that are aligned with the ISO 14001 standard.

In addition:

- All our North American timberlands have been independently certified as meeting the requirements of the SFI standard.
- We certified part of the land we manage in Uruguay to the FSC South American plantation standard (9,000 out of 140,000 hectares). The remainder is managed to the requirements of our internal sustainable forestry policy, which ensures that all Weyerhaeuser-managed forestlands are managed to a consistently high level of stewardship. We have collaborated with others in Uruguay to finalize the Uruguayan sustainable forestry standard (UNIT) and are now working to gain recognition from 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 region¹



¹ UNECE/FAO Forest Products Annual Market Review, 2009–2010

TIMBERLANDS CERTIFICATIONS

Canada	Province	SFI
Land under long-term license	Alberta	2.2 million hectares (5.4 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)
	Total hectares certified	5.6 million hectares (14.0 million acres)
Total SFI Certified:		SFI: 100%
United States	State	SFI
Land owned or under long-term lease	Alabama	0.56 million acres (0.23 million hectares)
	Arkansas	0.62 million acres (0.25 million hectares)
	Louisiana	1.03 million acres (0.42 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	1.09 million acres (0.44 million hectares)
Total acres certified		6.15 million acres (2.48 million hectares)
Total SFI Certified:		100%
International	Country	ISO 14001 or FSC
Land, including joint ventures, owned or under long-term lease	Uruguay	324,030 acres (131,133 hectares)

		22,240 acres (9,000 hectares) — FSC
	China	2,230 acres (902 hectares)
	Total acres certified	348,500 acres (141,035 hectares)
<hr/>		
All timberlands Land (including joint ventures), owned, licensed or leased by Weyerhaeuser	Total acres certified	20.17 million acres (8.16 million hectares)
	Total certified timberlands worldwide	98.3%

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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 I-joist, Parallam, Microllam, and Shear Brace.

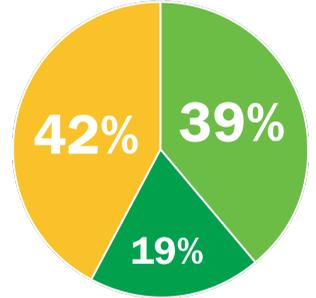
All our manufacturing facilities have [environmental management systems](#) aligned with the ISO 14001 standard.

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. Most of our mills in Canada are independently certified as meeting the chain-of-custody requirements of the PEFC and SFI standards and all meet the procurement provisions of the SFI standard. Our Longview liquid packaging and NORPAC paper facilities in Longview, Wash., are independently certified as meeting the SFI procurement and chain-of-custody standards.

58 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 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
Arlington, Wash., hardwood lumber mill	SFI Certified Sourcing
Boise, ID, Shear Brace, TJO	SFI Certified Sourcing
Brainerd, MN, OEM (original equipment manufacturer)	SFI Certified Sourcing FSC Chain of Custody FSC Controlled Wood
Bruce, Miss., softwood lumber mill	SFI Certified Sourcing
Buckhannon, W.Va., Microllam® and Parallam® (engineered lumber) mill	SFI Certified Sourcing
Centralia, Wash., hardwood lumber mill	SFI Certified Sourcing

Cottage Grove, Ore., softwood lumber mill	SFI Certified Sourcing
Dierks, Ark., softwood lumber mill	SFI Certified Sourcing
Dodson, La., softwood lumber mill	SFI Certified Sourcing
Dorchester, Wis., hardwood lumber mill	SFI Certified Sourcing
Dorchester, Wis., Concentration Yard	SFI Certified Sourcing
Elkin, N.C., Structurwood (oriented strand board) mill	SFI Certified Sourcing
Emerson, Ark., plywood mill	SFI Certified Sourcing
Eugene, Ore., hardwood lumber mill	SFI Certified Sourcing SFI/PEFC Chain of Custody
Eugene, Ore., I-joist	SFI Certified Sourcing
Foster, Ore., veneer mill	SFI Certified Sourcing
Garibaldi, Ore., hardwood lumber mill	SFI Certified Sourcing
Greenville, NC, softwood lumber mill	SFI Certified Sourcing
Graying, Mich., Structurwood (oriented strand board) mill	SFI Certified Sourcing
Holden, La., softwood lumber mill	SFI Certified Sourcing
Idabel, Okla., softwood lumber mill	SFI Certified Sourcing
Lewiston, Mich., hardwood lumber mill	SFI Certified Sourcing
Longview, Wash., softwood lumber mill	SFI Certified Sourcing
Longview, Wash., hardwood lumber mill	SFI Certified Sourcing
Longview, Wash., newsprint (NORPAC)	SFI Certified Sourcing SFI Chain of Custody
Longview, Wash., pulp & liquid packaging mill	SFI Certified Sourcing SFI Chain of Custody
McComb, Miss., softwood lumber mill	SFI Certified Sourcing
Millport, Ala., softwood lumber mill	SFI Certified Sourcing
Natchitoches, La., I-joist plant	SFI Certified Sourcing
New Bern, NC, softwood lumber mill	SFI Certified Sourcing
New Bern, NC, pulp mill	SFI Certified Sourcing
Oglethorpe (Flint River), Ga., pulp mill	SFI Certified Sourcing
Philadelphia, Miss., softwood lumber mill	SFI Certified Sourcing
Plymouth, NC, softwood lumber mill	SFI Certified Sourcing
Port Wentworth, Ga., pulp mill	SFI Certified Sourcing
Raymond, Wash., softwood lumber mill	SFI Certified Sourcing
Santiam, Ore., softwood lumber mill	SFI Certified Sourcing
Sutton, W.Va., Structurwood (oriented strand board) mill	SFI Certified Sourcing
Zwolle, La., softwood lumber and plywood mill	SFI Certified Sourcing
Uruguay	Product Certification Standard
Tacuarembó, Uruguay plywood mill	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 18-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, nearly half of our fiber comes from family forest owners for whom formal certification is a major hurdle.
- **We encourage the use of professionally trained loggers.** In the U.S., 97 percent of our manufacturing facilities' raw material is harvested and delivered by professionally trained loggers.

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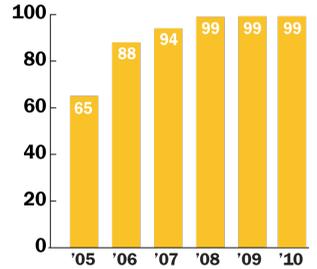
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We support labeling our products to help educate customers that their purchases come from responsibly managed sources. Nearly all our forest products are certified to sustainable forestry standards. At the end of 2010, we had certified more than 99 percent of our product lines. As forest products markets recover, our goal is to use labels on all qualifying products we manufacture.

PRODUCT CERTIFICATION

Percentage of North American-made Weyerhaeuser products certified



SUSTAINABLE FORESTRY PRODUCT CERTIFICATION AND LABELING	
Label Type	Weyerhaeuser Facilities Authorized to Use
Sustainable Forestry Initiative® Certified Sourcing Label	<ul style="list-style-type: none"> All primary North American manufacturing facilities that make hardwood lumber, softwood lumber, plywood, oriented strand board, TimberStrand®, pulp and paper All secondary manufacturing facilities in North America that make LVL, I-Joists, Shear Brace and Parallam®
Sustainable Forestry Initiative — Chain of Custody Label	<ul style="list-style-type: none"> All Canadian manufacturing facilities that make lumber, plywood, oriented strand board, TimberStrand®, pulp and paper. Longview/NORPAC, Wash., facilities that make newsprint, Hi-Brite mechanical grades, book publishing paper, wet-lap pulp and liquid packaging. Weyerhaeuser Hardwoods and Industrial Products Eugene, Ore., facility that makes hemlock lumber.
Program for the Endorsement of Forest Certification (PEFC) Chain of Custody label	<ul style="list-style-type: none"> All of our primary manufacturing facilities in Canada that make pulp, lumber, oriented strand board and Timberstrand; and our Eugene, Ore., U.S. hardwoods facility that makes hemlock lumber.
Forest Stewardship Council - Chain of Custody Standard	<ul style="list-style-type: none"> Weyerhaeuser Hardwoods and Industrial Products, Brainerd, Minn., that makes TimberStrand® door and window components. Weyerhaeuser Forestlands International, Tacuarembó, Uruguay, that makes plywood
Forest Stewardship Council - Controlled Wood Standard	<ul style="list-style-type: none"> Weyerhaeuser Hardwoods and Industrial Products, Brainerd, Minn., that makes TimberStrand® door and window components. Weyerhaeuser Forestlands International, Tacuarembó, Uruguay, that makes plywood

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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. Weyerhaeuser's responsible fiber sourcing practices are guided by our [wood procurement policy](#) and implementation guidelines.

In early 2011, the investor-backed organization [Forest Footprint Disclosure](#) recognized Weyerhaeuser for leadership in managing our operations and supply chains to minimize the effects on forests worldwide. Weyerhaeuser was named a joint sector leader in the Industrials, Construction and Autos sector.

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

[Weyerhaeuser Supplier Code of Conduct](#)

["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. The uncertified portion of our supply in the United States comes mainly from small, family-owned forests and in Canada mainly from publicly owned forests not managed by Weyerhaeuser. In 2010, our U.S. and Canadian manufacturing facilities that use logs and chips as their raw material consumed 10.8 million cunits of wood fiber. (One cunit equals 100 cubic feet of solid wood.)

MATERIAL USE

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

	2006	2007	2008	2009	2010
Volume of wood fiber used	25.1	18.4	15.6	9.8	10.8
Number of facilities included	93	76	60	56	48



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LACEY ACT

In 2008, the United States amended its LaceyAct, 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 LaceyAct makes it unlawful to import, export, sell, receive, acquire, or purchase in interstate or foreign commerce any plant, with some limited exceptions, taken (cut or harvested) in violation of U.S., state or foreign laws that protect plants. In 2009, the U.S. started phasing-in the requirement of an electronic import declaration for shipments of most plants and plant products being brought into the United States.

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

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.¹

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.² 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.

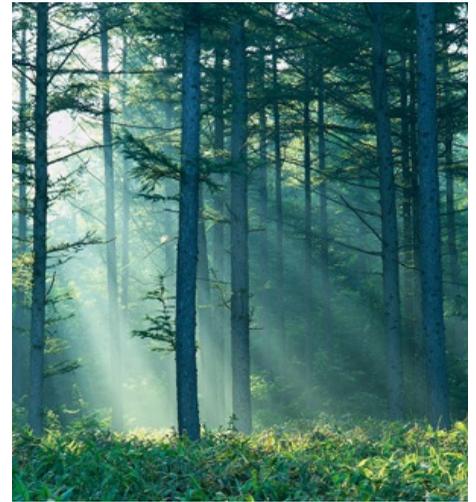
Leaders who are accountable for the management function of harvesting or purchasing wood-based raw materials and products for distribution are responsible for:

- 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 and 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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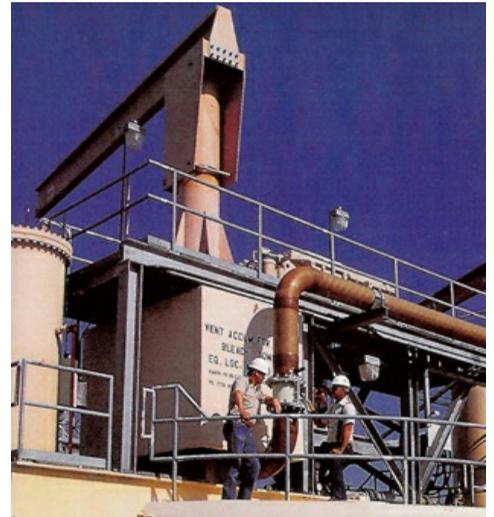
CLIMATE CHANGE

In 2006, we committed to reduce greenhouse gas emissions 40 percent by 2020 using a 2000 baseline. This goal was evaluated during the process of developing our company sustainability strategy in 2010. The strategy reaffirms our commitment to reduce greenhouse gas emissions by 40 percent, and now incorporates a more holistic approach to this reduction by including both direct and indirect emissions. Initially, the goal had focused solely on our direct emissions.

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:

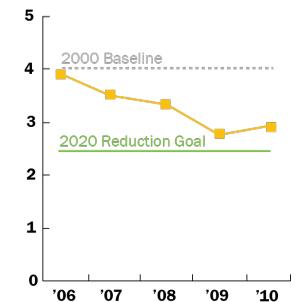
- Evaluating the GHG emissions from proposed energy-related investments
- Optimizing both the use of biomass fuels and co-generation systems to meet mill energy needs
- Improving energy efficiency in our manufacturing processes

We derive the majority of our energy from carbon-neutral biomass. When biomass such as wood is combusted for energy, it releases back into the atmosphere carbon dioxide that the trees had absorbed from the atmosphere during their growth – which also 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 CO₂e)



- [Greenhouse Gas Reduction](#)
- [Forest Management Practices Contribute Positively](#)
- [Our Net 2010 Inventory](#)
- [Methodology](#)

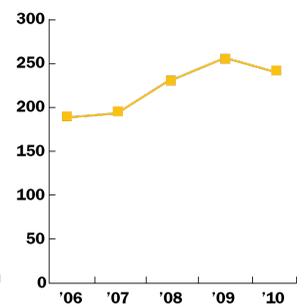
GREENHOUSE GAS REDUCTION

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 2010 were 26 percent less than our base year of 2000. Since 2008, our greenhouse gas emissions reductions have primarily resulted from the combined effect of operations consolidation in our higher efficiency mills, and lower levels of production. In 2010, this trend continued, with the majority of our reduction coming from operations that have been closed or temporarily curtailed due to the economic downturn. If production increases as business conditions improve in future years, we may see our total greenhouse gas emissions increase when compared with 2010.

In 2010, our greenhouse gas intensity (GHG emissions per metric ton of production) increased by approximately 20 percent when compared to 2000. This increase is primarily due to the inefficiencies of mills operating at reduced capacity with lower production than in previous years.

GREENHOUSE GAS INTENSITY

(In kilograms CO₂e per metric ton of production)



GREENHOUSE GAS EMISSIONS

In million metric tons CO₂e

	2000	2006	2007	2008	2009	2010
Direct GHG emissions	2.26	1.96	1.85	1.79	1.58	1.71
Indirect GHG emissions	1.74	1.98	1.65	1.55	1.18	1.23

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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

We have taken a conservative approach to estimating the standing stock carbon sequestered on our lands. Only [afforestation](#) is included in our GHG inventory as areas that sequester carbon. The estimates we make for these sequestration activities are based on conservative assumptions of carbon growth on these lands and do not reflect field measurements. During 2010, these lands accounted for 740,000 metric tons of sequestered CO₂.

FOREST PRODUCTS SEQUESTER CARBON

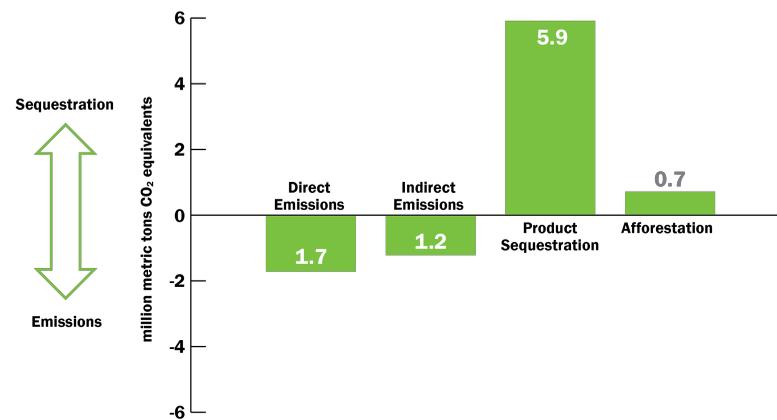
Some of the carbon stored in trees harvested from sustainably managed forests is captured in our products, limiting the amount of carbon dioxide in the atmosphere. Wood products store carbon during their useful life. We use a third-party 100-year-decay method for quantifying this long-term forest-product carbon sequestration, which for 2010 indicates that we totaled 5.9 million metric tons of product-sequestered CO₂.

OUR NET 2010 INVENTORY

We sequestered approximately 6.6 million metric tons of carbon dioxide in our forests and products in 2010. We reduced this amount by our direct and indirect emissions and by 0.09 million metric tons of CO₂ reflecting a GHG emissions debit for the sale of 90,602 "Green Tags." In sum, during 2010 we sequestered more carbon dioxide than we emitted and accrued by green tag trades, effectively removing approximately 600,000 metric tons of CO₂ from the atmosphere.

These estimates of emissions and sequestration represent our corporate net carbon inventory. Our inventory does not include upstream or downstream emissions not owned or controlled by Weyerhaeuser.

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 CO₂e) of our entire GHG emission inventory can change as a result of these adjustments. In accordance with the Greenhouse Gas Protocol, emissions from divested facilities are removed from the base year and subsequent years.

In 2010, we continued to make improvements to our internal greenhouse gas calculation tools and measurement of progress towards our goal. In the process of moving our greenhouse gas data into a more comprehensive web-based database, some data gaps were identified in our historical greenhouse gas emissions. These gaps have been addressed with data and technical estimates where needed so that our greenhouse gas inventory dating back to the year 2000 is a now a more comprehensive record of our performance as a company.

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RELATED LINKS

- [Learn more about biomass carbon neutrality and the carbon cycle.](#)
- [Learn more about Weyerhaeuser Solutions](#)

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

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



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POLICY INITIATIVES

- [Climate and Clean Energy Policy](#) ▼
- [Involvement in Policy Initiatives](#) ▼
- [Greenhouse Gas Reporting Rules](#) ▼



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, including cap-and-trade. 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 biomass 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 offset program which recognizes and allows credits for the sequestration and storage of carbon through reforestation, afforestation, avoided deforestation, harvested wood products, and forest management projects.
- Incent and recognize combined heat and power cogeneration facilities for their inherent energy efficiency capacity.
- 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.

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

In 2011, EPA has begun moving away from this unprecedented treatment of biomass carbon emissions. They have drafted rules that would defer 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.

Weyerhaeuser supports this recent action by EPA. We will work with the agency and other stakeholders in support of a long-term solution that recognizes the carbon neutrality of biomass emissions.

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INVOLVEMENT IN POLICY INITIATIVES

Weyerhaeuser supports and is actively involved in national and international climate policy initiatives, including:

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

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GREENHOUSE GAS REPORTING RULES

Weyerhaeuser operations are subject to several federal, state and provincial greenhouse gas reporting rules. All Weyerhaeuser facilities subject to GHG reporting rules are currently in compliance with requirements. In October 2009, EPA published the "Mandatory Reporting of Greenhouse Gas" rule and in March 2011 deferred the reporting deadline until September 2011. Weyerhaeuser facilities subject to the EPA rule have implemented measuring and monitoring systems to comply with the EPA's reporting 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. Weyerhaeuser has not yet engaged in any forest or wood product carbon offset projects. In 2010, we generated about 165,000 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. Some countries, such as Canada and Uruguay, have adopted the Kyoto Protocol; the United States has not. But in all cases, public policy is moving toward adopting a mandatory approach to address the challenges of climate change through programs that will likely require the reduction of greenhouse gas emissions. We have designed our climate change strategy to meet likely future regulatory obligations. There are, however, other risks that may be related to climate change.



ADAPTABILITY OF FOREST OPERATIONS

Severe weather or other natural events capable of affecting the company's assets—standing timber and manufacturing facilities—have long been at the 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.

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MANUFACTURING FOOTPRINT

We have a track record of continually working to reduce the environmental impact from our 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.

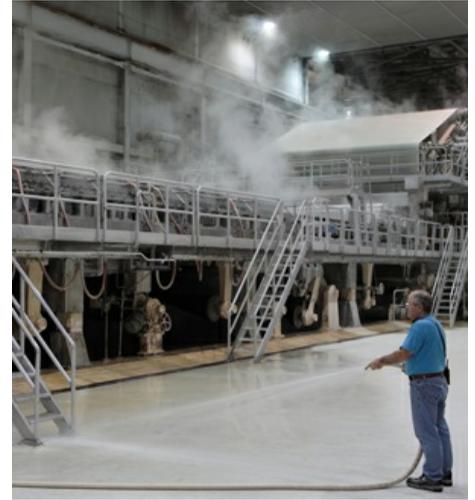
As we improve efficiency, decrease emissions and make better use of natural resources, we reduce effect of our operations on the environment we all share.

ENVIRONMENTAL FOOTPRINT COMPARISON TOOL



understanding environmental decisions

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ENERGY USE

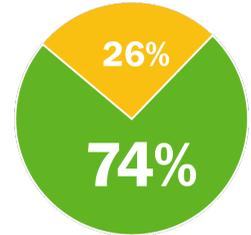
In 2010, we met 74 percent of our operations' energy needs through the use of renewable and carbon-neutral biomass fuels such as bark, wood residuals and other organic byproducts. Much of the fuel we use in our cellulose fibers mills is consumed in boilers to generate high-pressure steam, which is used 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 (like the United States for example) does not increase atmospheric carbon. This biomass fuel source helps reduce our dependence on fossil fuels and contributes to the reduction of greenhouse gas emissions.

We 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 2010, we entered into several transactions involving the sale of "Green Tags." A "Green Tag" is a renewable energy certificate representing the environmental attributes associated with generating energy from renewable sources, including biomass fuel. The energy associated with the sale of these renewable energy credits is less than 1 percent of the total biomass energy used by the company.

MOST OF OUR ENERGY CAME FROM CARBON-NEUTRAL BIOMASS FUEL

Percentage of energy consumed that was generated from biomass fuel, 2010



■ Biomass fuel
■ Other fuel sources

ENERGY EFFICIENCY

In 2010, we continued our focus on energy efficiency and sought opportunities to reduce energy intensity in the manufacturing of our products. We continued systematically evaluating our energy use within our operating facilities to identify opportunities for efficiencies and savings. We implemented best practices, both operational and technological, to reduce energy use while increasing awareness in sustainable energy efficiency. Progress in reducing our energy intensity has been hampered by market conditions which have meant that many of our manufacturing operations have run below capacity, and thus, less efficiently.

In 2010, Weyerhaeuser's cellulose fibers and iLevel businesses took the U.S. Department of Energy *Save Energy Now* LEADER pledge. As part of this pledge, these operations committed to reduce energy intensity by 25 percent over 10 years. The first step of this commitment is to establish an energy intensity baseline, against which future progress will be measured. Our baseline is currently in the final stages of development.

In 2010, we undertook a lighting upgrade project at our Raymond, Wash., softwood lumber mill. The project retrofitted approximately 1300 lighting fixtures with current best practices in lighting technology, and also installed sensors on lighting fixtures. In the manufacturing area of the mill, these sensors are expected to reduce energy use by 25 percent. Together, the upgrades will result in an energy savings equivalent to the annual electrical demand of 250 homes.

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

ENERGY USE DATA

CELLULOSE FIBER MILL ENERGY USE

Millions of BTUs per ton of production¹

	2006	2007	2008	2009	2010
Fossil fuel consumption	3.8	3.7	3.9	4.0	3.9
Biomass fuel energy from chemical-recovery process and manufacturing residuals	23.2	22.7	22.6	22.3	22.2
Purchased electricity	2.7	2.6	2.7	2.7	2.6
Purchased steam	1.0	1.0	1.0	1.0	0.9
Total energy consumed per ton of production	30.6	30.0	30.3	30.0	29.6
Percentage of energy consumed generated from biomass fuel	76%	76%	75%	74%	75%

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.

WOOD PRODUCTS FACILITIES ENERGY USE

Millions of BTUs per ton of production¹

	2006	2007	2008	2009	2010
Fossil fuel consumption	0.47	0.45	0.46	0.41	0.43
Biomass fuels	1.84	2.22	2.11	1.86	2.28
Purchased electricity	0.39	0.40	0.40	0.42	0.41
Purchased steam	0.26	0.14	0.15	0.14	0.12
Total energy consumed per ton of production	2.96	3.21	3.13	2.83	3.23
Percentage of energy consumed generated from biomass fuel	62%	69%	68%	66%	71%

1. Wood products facilities closed during since 2006 have been removed from historical data, so that data reflects performance of our current operating portfolio. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar to create a new fine paper company, Domtar Corporation. Sawmills included in the Domtar transaction or other sales transactions have been removed from historical data.

RELATED LINKS

- [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](#)

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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.

- [Residuals Management Data](#)
- [Hazardous Waste Generator Status](#)
- [Sustainability in Action: Gold-Level Honors for Waste Minimization](#)
- [Recycling](#)

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.

	2006	2007	2008	2009	2010
Burned for energy²	3,536	3,483	3,476	3,387	3,407
Deposited in landfills	138	143	124	106	103
Land-applied for soil amendment	9	11	22	27	20
Beneficially reused other than for land application	30	13	20	6	4
Recycled	3	3	5	5	4
Incinerated	0.4	0.1	0	0	0
Disposed as hazardous waste³	0.02	0.02	0.59 ⁴	0.004	0.005

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. 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.

RESIDUALS MANAGEMENT

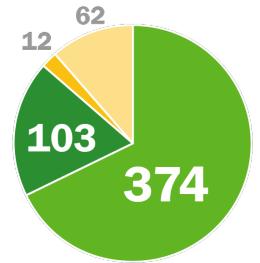
Estimated pounds of residuals per ton of 2010 production.

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 for other beneficial reuse

WOOD PRODUCTS FACILITIES



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

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	2006	2007 ³	2008	2009	2010
Burned for energy¹	340	368	340	336	374
Deposited in landfills	22	19	14	11	12
Land-applied for soil amendment	4	10	8	14	12
Shipped off-site for use in other products	120	128	123	119	103
Beneficially reused other than for land application	37	52	17	43	49
Recycled	2	2	1	1	1
Incinerated	0.6	0.2	0	0	0
Disposed as hazardous waste²	0.05	0.06	0.2	0.2	0.1

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

2. Includes recurring and nonrecurring hazardous waste.

3. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar to create a new fine paper

HAZARDOUS WASTE GENERATION STATUS

In 2010, 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.

2010 HAZARDOUS WASTE GENERATION STATUS¹ OF WEYERHAEUSER FACILITIES IN THE UNITED STATES

	Conditionally Exempt ²	Small Quantity Generator	Large Quantity Generator
Cellulose fibers mills	67%	17%	17%
Wood products manufacturing facilities	97%	0%	3%
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.

SUSTAINABILITY IN ACTION

Kenora associates earn gold-level honors for waste minimization

Each fall, the Recycling Council of Ontario hosts the Waste Minimization Awards, which recognize leadership and innovation in waste reduction and elimination across industrial, commercial and institutional sectors. The council whittles down hundreds of nominees and chooses winners based on best practices and commitment to the environment.

Among the 17 winners in the business category, Weyerhaeuser's TimberStrand® plant in Kenora, Ontario was one of only four to receive gold-level honors. In the recognition program's 25 years, the plant is also the first forest products manufacturer to win an award.

As president of Weyerhaeuser Company Limited, Anne Giardini is familiar with the eight-year-old facility and its commitment to environmental excellence.

"Kenora's leaders and associates have always focused on reducing the site's environmental footprint, and it's obvious in everything they do," she says. "Right from the beginning, they wanted to be a good neighbor — through their hiring practices, work systems and environmental program."

Cecil Burns agrees. Burns is the environmental coordinator at the TimberStrand facility, which cuts low-grade species into thin strips and bonds them together under high pressure and temperature to form studs, beams, headers and rim board. Hired at the plant's startup in 2002, he knows the environmental challenges of running an operation that produces its own energy and uses many materials to make a highly engineered product.

"From day one, people worked together to reduce our environmental impact," Burns says. "Kenora was the first site to get ISO 14001 certification for our environmental management system and has always focused on conservation and waste reduction."

Not only did Kenora win an award in the gold category, but based on the site's best practices, the council also asked Burns to help develop a standard for its new provincewide Waste Minimization Certification program.

"It means a lot," he says, "to show our associates they're recognized across Ontario for the good environmental work they do."

"You only have to spend five minutes at Kenora to see they live this philosophy every day," Giardini says. "Their commitment reflects a community spirit that transcends rules and regulations."

To reduce and eliminate waste, the operation recovers and reuses wood fiber by selling OSB-sized strands and other fiber and by cleaning up yard waste for hog fuel. In addition, the site:

- Established a structured process for removing wrap cores and pallets.
- Instituted a Blue Box program for recyclables.
- Developed a specific energy-/resource-conservation program for natural gas, diesel, propane, electricity, biomass and potable water.
- Follows a five-year waste-management plan that reviews each waste stream and opportunity for reuse, reduction or recycling.
- Conducts an annual waste audit that goes beyond environmental-regulation requirements.



RECYCLING

In addition to these best practices relating to wood fiber, our manufacturing operations recycle other materials where possible. These efforts add up — in 2010, over 3.7 million tons of waste were recycled and diverted from landfill.

PERCENT OF FACILITIES REPORTING RECYCLING THE FOLLOWING MATERIALS IN 2010

Post-consumer paper	80%
Plastics	58%
Metal	77%
Batteries - vehicle	80%
Batteries – other	75%
Used Tires	72%
Used Oil	81%
Beverage containers	75%
Corrugated Cardboard	70%
Wood pallets, dunnage and construction debris	60%

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

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

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

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

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

RECYCLING IN OFFICE BUILDINGS

Our expanded recycling program in our Corporate Headquarters region includes composting food waste from our cafeterias, which diverts hundreds of tons of material from landfill. In 2010, our efforts resulted in approximately 75 percent of our residuals being recycled or composted.

RECYCLING IN OUR MANUFACTURING OPERATIONS

Our manufacturing operations also recycle materials where feasible. In 2010, 80 percent of our operations recycled post-consumer paper.

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[NORPAC Newsprint and Specialty Papers](#)

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AIR QUALITY

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

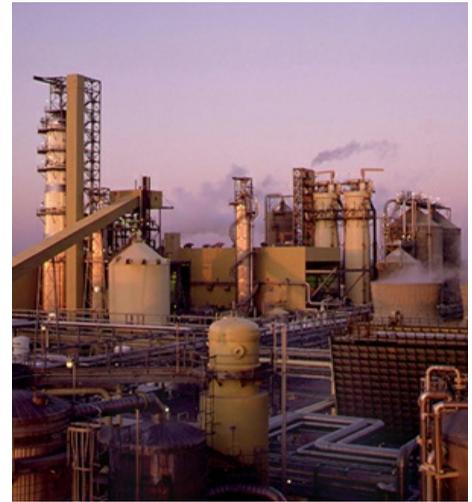
- Industrial boilers that burn fuel to produce electricity and steam and recover chemicals used in the pulping process.
- Airborne chemicals released in the production of wood, pulp and paper products.

Boiler replacements and upgrades at our cellulose fiber mills have had a positive effect on air quality. Between 2000 and 2010, our cellulose fibers facilities reduced their SO₂ emissions by 55 percent and their particulate matter emissions by 49 percent. In our wood products mills, we've reduced air emissions of volatile organic compounds by 33 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.

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.

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



- [Cellulose Fibers — Air-Quality Measures ▼](#)
- [Wood Products Facilities — Air-Quality Measures ▼](#)
- [Canadian Criteria Air Contaminants Reporting ▼](#)

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, the mill has 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.



CELLULOSE FIBERS — AIR-QUALITY MEASURES

Estimated pounds emitted per ton of production¹

	2006	2007	2008	2009	2010
Nitrogen oxides	4.4	4.7	4.5	4.3	4.0
Particulate matter	1.3	1.2	1.1	1.0	0.8
Sulfur dioxide	3.4	3.3	3.2	2.7	1.6
Total reduced sulfur	0.1	0.1	0.1	0.1	0.1

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.

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WOOD PRODUCTS FACILITIES¹ — AIR-QUALITY MEASURES

Estimated pounds emitted per ton of production

	2006	2007 ²	2008	2009	2010
Carbon monoxide	2.1	2.1	2.1	2.2	2.1
Volatile organic compounds	1.5	1.5	1.5	1.5	1.3
Particulate matter	0.6	0.7	0.5	0.5	0.5
Nitrogen oxides	0.6	0.6	0.6	0.6	0.6

1. Wood products facilities closed during since 2006 have been removed from historical data, so that data reflects performance of our current operating portfolio. In March 2007, Weyerhaeuser's fine paper business and related assets were combined with Domtar to create a new fine paper company, Domtar Corporation. Sawmills included in the Domtar transaction or other sales transactions have been removed from historical data.

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CANADIAN CRITERIA AIR CONTAMINANTS REPORTING

Estimated metric tons released from Weyerhaeuser's Canadian manufacturing facilities

	2005	2006	2007	2008 ²	2009
Oxides of nitrogen (as NO₂)	5,246	4,494	1,298	1,115	993
Carbon monoxide	14,264	14,268	3,292	2,195	1,495
Sulfur dioxide	1,402	1,810	1,717	2,061	960
Total particulate matter	4,066	3,849	828	532	405
Particulate matter < 10um	3,000	2,881	668	344	248
Particulate matter < 2.5um	2,492	2,231	568	257	187
Volatile organic compounds	3,985	3,397	1,377	852	599
TOTAL Canadian Weyerhaeuser operations²	28,963	27,818	8,505	6,755	4,452

1. 2009 is the most recent reporting period.

2. Total does not include particulate matter < 2.5um and a particulate matter < 10um as they are sub-sets of total particulate matter.

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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.

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 removal biodegradable organics (BOD) and for additional solids removal. Mills use additional approaches to meet sensitive seasonal water quality needs: one facility uses constructed wetlands for additional BOD 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.

WOOD PRODUCTS — WATER-QUALITY MEASURES

Estimated discharge of selected pollutants in pounds per ton of production

	2006	2007	2008	2009	2010
Biochemical oxygen demand	0.04	0.03	0.04	0.03	0.06
Total suspended solids	0.01	0.01	0.01	0.01	0.01

CELLULOSE FIBERS¹ — WATER-QUALITY MEASURES

Estimated discharge² of selected pollutants in pounds per ton of production

	2006	2007	2008	2009	2010 ³
Biochemical oxygen demand	1.87	1.98	1.82	2.27	2.23
Total suspended solids	2.59	2.71	2.84	2.95	3.98

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.

DISCHARGE OF ADSORBABLE ORGANIC HALIDES

Because we no longer use elemental chlorine for pulp and paper bleaching, our discharges of adsorbable organic halides have decreased by more than 93 percent between 1990 and 2010.

DISCHARGES OF ADSORBABLE ORGANIC HALIDES

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

	1990 ¹	2006	2007	2008	2009	2010
AOX	5.1	0.3	0.3	0.3	0.3	0.3

1. Base year is 1990.
2. Data reflects performance of Weyerhaeuser's 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.

WASTEWATER DIOXINS

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

company operations.

Our pulp is produced using advanced technologies such as extended 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 Weyerhaeuser's mills using elemental chlorine free (ECF) processes are in the top-quartile of their 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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WATER USE AND CONSERVATION

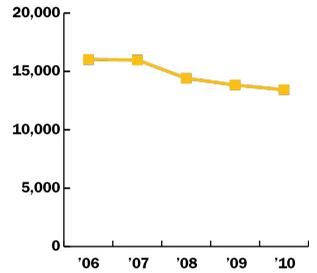
We recognize water use and water quality as global social and environmental issues. In 2009, we participated in a forest products industry research study that evaluated best practices and approaches to reducing water use in pulp and paper manufacturing. Research indicates that approximately 88 percent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

Making pulp and paper requires large volumes of water, and we are working on ways to reduce water use in our operations. 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. We achieved a 16 percent water use reduction in 2010 compared to our 2007 baseline.

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

CELLULOSE FIBER MILLS¹: WATER USE

Estimated gallons of water used per ton of production



¹ 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

	2006	2007	2008	2009	2010
Cellulose fiber mills total wastewater discharged^{1, 2}	16,018	15,978	14,409	13,831	13,428
Wood products facilities water use³	78	86	86	95	100

1. Wastewater discharged is used as a surrogate measurement for water use and includes separate cooling water discharges.
2. Data reflects performance of Weyerhaeuser's 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.
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.

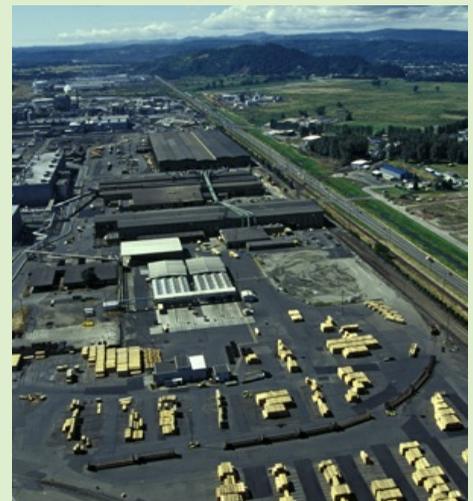
Longview uses non-contact cooling water to cool process equipment. Non-contact cooling water is clean, since it does not come into contact with fiber or other chemical substances, but is typically discharged at a higher temperature than when it enters the mill.

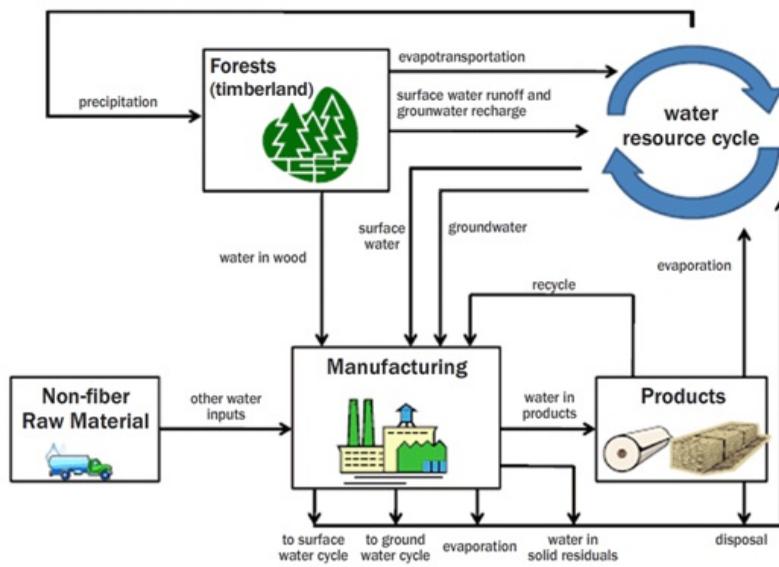
Since 2007, Longview has implemented projects that have reduced its daily water use (measured by effluent discharge) by more than 20 percent.

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.





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.

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

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

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

SUSTAINABILITY IN ACTION

Spring cleaning leads to stream-lining

Our Sutton, West Va., oriented strand board plant took a time-out in 2010 for a focused, Kaizen-style approach to improving onsite chemical management. The team began with the vision of creating and maintaining a safe place to work that is free of chemical hazards. They reviewed all chemical storage areas and inventoried their contents. For chemicals that were no longer needed, appropriate disposal methods were identified. For chemicals that continued to remain on site, the team ensured that Material Safety Data Sheets were available and up-to-date, and that they were being stored properly onsite.

Their efforts resulted in:

- a nearly 25 percent reduction in Material Safety Data Sheets required
- a 21 percent increase in up-to-date Material Safety Data Sheets
- an estimated \$9000 a year cost savings from increased efficiency, system-update cost reductions, and stock-rotation savings

The newly cleaned and organized storage cabinets were labeled with content lists and "after" photos to help to sustain chemical management.



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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 Weyerhaeuser's U.S. manufacturing facilities

	2005	2006	2007	2008	2009 ¹
Methanol	6,630	6,616	4,511	1,786	1696
Ammonia	1,055	903	697	373	356
Manganese compounds	633	654	797	421	135
Hydrochloric acid	593	593	200	127	106
Acetaldehyde	494	496	266	157	125
Formaldehyde	392	243	245	191	65
Nitrate compounds	164	160	257	77	80
Sulfuric acid	145	130	106	58	36
Methyl ethyl ketone	_2	_2	_2	_2	_2
Barium compounds	117	145	302	103	78
Phenol	97	74	92	99	91
Zinc compounds	8388	83	111	63	32
Lead and lead compounds	49	17	25	8	4
Chloroform	41	24	19	18	18
Cresol (mixed isomers)	36	37	1	2	2
Chlorine	19	15	12	11	10
Chlorine dioxide	22	12	5	4	3
Mercury and mercury compounds	0.07	0.08	0.11	0.01	0.01
Dioxin and dioxin-like compounds—in grams³	3314	2164	484	124	84
Other compounds	126	122	125	26	25
TOTAL U.S. Weyerhaeuser operations	10,702	10,324	7,771	3,524	2,862

1. 2009 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 Weyerhaeuser's Canadian manufacturing facilities¹

	2005	2006	2007	2008	2009 ²
Methanol	1,159	1,154	441	257	205
Formaldehyde	331	307	191	84	64
Phosphorous (total)	438	372	101	69	24
Ammonia	–	–	98	74	91
Acetaldehyde	142	110	56	30	17

Manganese	285	271	50	34	14
Total Reduced Sulfur	–	–	36	35	39
Hydrochloric acid	61	47	22	22	21
Phenol	29	24	7.7	7.5	–
Chlorine dioxide	64	39	2.7	–	–
Methylenebis (phenylisocyanate) — MDI	4	3	2	0.6	.5
Polymeric diphenylmethane diisocyanate	–	–	0.2	–	.1
Lead compounds	2	2	0.1	0.2	117 kg
Cadmium compounds	0.4	0.4	0.2	0.1	12.77 kg
Phenanthrene	–	–	76.1 kg	34 kg	20 kg
Pyrene	–	–	23.32 kg	16 kg	13 kg
Fluoranthene	–	–	21.26 kg	9 kg	5 kg
Acenaphthylene	–	–	10 kg	14 kg	8.4 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
Dioxin and dioxin-like compounds — grams ³	0.03	0.03	0.001 grams	0.001 grams	0.001 grams
Hydrogen sulfide	245	124	–	–	–
Zinc	62	25	–	–	1
Sulfuric acid	23	21	–	–	–
Acrolein	32	17	–	–	–
Ethylene glycol	7	2	–	–	–
Hexavalent chromium compounds	1.2	0.6	–	–	–
Polycyclic aromatic hydrocarbons	0.9	0.8	–	–	–
Arsenic compounds	0.7	0.6	–	–	–
Nitrate ion	0.4	0.6	–	–	–
Mercury compounds	–	0.003	–	–	–
TOTAL Canadian Weyerhaeuser operations	3,449⁴	2,993⁴	1,008⁴	615⁴	477⁴

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

2. 2009 is the most recent reporting period.

3. Dioxin is presented in grams of toxic equivalence.

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

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MILL DATA

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

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

- [Columbus, Mss., cellulose fibers mill](#)
- [Columbus Modified Fiber, Mss](#)
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Per ton of production		
Category	Indicator	2010 Performance
Air emissions	Nitrogen oxide compounds (pounds)	4.6
	Particulate matter (pounds)	1.3
	Sulfur oxide compounds (pounds)	0.5
	Total reduced sulfur (pounds)	0.07
Water quality	Wastewater discharged (thousands of gallons)	10.6
	Total suspended solids (pounds)	2.2
	Biochemical oxygen demand (pounds)	1.8
	Adsorbable organic halides (AOX) (pounds)	0.21
Residuals management	Landfilled or lagooned (pounds)	147
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	24
	Burned for energy (pounds)	4,923
	Disposed as hazardous waste (pounds)	0.001

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COLUMBUS MODIFIED FIBER, MISS.

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MILL DATA

Per ton of production

Category	Indicator	2010 Performance
Air emissions	Nitrogen oxide compounds (pounds)	0.1
	Particulate matter (pounds)	0.3
	Sulfur oxide compounds (pounds)	–
	Total reduced sulfur (pounds)	–
Water quality	Wastewater discharged (thousands of gallons)*	0.2
	Total suspended solids (pounds)	0.04
	Biochemical oxygen demand (pounds)	0.3
	Adsorbable organic halides (AOX) (pounds)	–
Residuals management	Landfilled or lagooned (pounds)	–
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	3
	Disposed as hazardous waste (pounds)	–

* Wastewater sent to publicly owned treatment works.

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FLINT RIVER (OGLETHORPE), GA.

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

MILL DATA		
Per ton of production		
Category	Indicator	2010 Performance
Air emissions	Nitrogen oxide compounds (pounds)	5.0
	Particulate matter (pounds)	1.7
	Sulfur oxide compounds (pounds)	1.4
	Total reduced sulfur (pounds)	0.05
Water quality	Wastewater discharged (thousands of gallons)	8.5
	Total suspended solids (pounds)	3.2
	Biochemical oxygen demand (pounds)	2.3
	Adsorbable organic halides (AOX) (pounds)	0.20
Residuals management	Landfilled or lagooned (pounds)	71
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	4,960
	Disposed as hazardous waste (pounds)	–

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This mill is certified to the CSA chain of custody.

MILL DATA

Per ton of production

Category	Indicator	2010 Performance
Air emissions	Nitrogen oxide compounds (pounds)	4.7
	Particulate matter (pounds)	0.5
	Sulfur oxide compounds (pounds)	2.6
	Total reduced sulfur (pounds)	0.14
Water quality	Wastewater discharged (thousands of gallons)	13.4
	Total suspended solids (pounds)	3.6
	Biochemical oxygen demand (pounds)	2.9
	Adsorbable organic halides (AOX) (pounds)	0.44
Residuals management	Landfilled or lagooned (pounds)	213
	Beneficially applied to land (pounds)	0.2
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	4,194
	Disposed as hazardous waste (pounds)	0.010

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LONGVIEW, WASH. FACILITY

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

MILL DATA

Per ton of production

Category	Indicator	2010 Performance
Air emissions	Nitrogen oxide compounds (pounds)	3.2
	Particulate matter (pounds)	0.2
	Sulfur oxide compounds (pounds)	0.8
	Total reduced sulfur (pounds)	0.04
Water quality	Wastewater discharged (thousands of gallons)	14.1
	Total suspended solids (pounds)	4.6
	Biochemical oxygen demand (pounds)	2.4
	Adsorbable organic halides (AOX) (pounds)	0.21
Residuals management	Landfilled or lagooned (pounds)	130
	Beneficially applied to land (pounds)	–
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	1,869
	Disposed as hazardous waste (pounds)	0.008

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

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

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NEW BERN, N.C., CELLULOSE FIBERS MILL

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

MILL DATA

Per ton of production

Category	Indicator	2010 Performance
Air emissions	Nitrogen oxide compounds (pounds)	3.5
	Particulate matter (pounds)	1.9
	Sulfur oxide compounds (pounds)	5.4
	Total reduced sulfur (pounds)	0.43
Water quality	Wastewater discharged (thousands of gallons)	14.1
	Total suspended solids (pounds)	1.1
	Biochemical oxygen demand (pounds)	1.8
	Adsorbable organic halides (AOX) (pounds)	0.26
Residuals management	Landfilled or lagooned (pounds)	4
	Beneficially applied to land (pounds)	6
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	4,454
	Disposed as hazardous waste (pounds)	–

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PORT WENTWORTH, GA.

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

MILL DATA

Per ton of production

Category	Indicator	2010 Performance
Air emissions	Nitrogen oxide compounds (pounds)	6.5
	Particulate matter (pounds)	0.7
	Sulfur oxide compounds (pounds)	2.9
	Total reduced sulfur (pounds)	0.17
Water quality ¹	Wastewater discharged (thousands of gallons)	28.5
	Total suspended solids (pounds)	11.2
	Biochemical oxygen demand (pounds)	3.3
	Adsorbable organic halides (AOX) (pounds)	0.32
Residuals management	Landfilled or lagooned (pounds)	–
	Beneficially applied to land (pounds)	199
	Other beneficial use (pounds)	–
	Burned for energy (pounds)	5,163
	Disposed as hazardous waste (pounds)	0.001

¹ Port Wentworth 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.

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2010 DATA FOR OUR CELLULOSE FIBERS MILLS

Per ton of production

	Air emissions				Water quality				Residuals management				
	Nitrogen oxide compounds (pounds)	Particulate matter (pounds)	Sulfur oxide compounds (pounds)	Total reduced sulfur (pounds)	Wastewater discharged ¹ (thousands of gallons)	Total suspended solids (pounds)	Biochemical oxygen demand (pounds)	Adsorbable organic halides (AOX) (pounds)	Landfilled or lagooned (pounds)	Beneficially applied to land (pounds)	Other beneficial use (pounds)	Burned for energy ² (pounds)	Disposed as hazardous waste (pounds)
Columbus Modified Fiber, Miss.³	0.1	0.3	–	–	0.2	0.04	0.3	–	–	–	–	3	–
Columbus, Miss.	4.6	1.3	0.4	0.07	10.6	2.2	1.8	0.21	147	–	24	4,923	0.001
Flint River, Ga.	5.0	1.7	1.4	0.05	8.5	3.2	2.3	0.20	71	–	–	4,960	–
Grande Prairie, Alta.	4.7	0.5	2.6	0.14	13.4	3.6	2.9	0.44	213	0.2	–	4,194	0.010
Longview, Wash.⁴	3.2	0.2	0.8	0.04	14.1	4.6	2.4	0.21	130	–	–	1,869	0.008
New Bern, N.C.	3.5	1.9	5.4	0.43	14.1	1.1	1.8	0.26	4	6	–	4,454	–
Port Wentworth, Ga.⁵	6.5	0.7	2.9	0.17	28.5	11.2	3.3	0.32	–	199	–	5,163	0.001

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.
5. Port Wentworth 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.

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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.

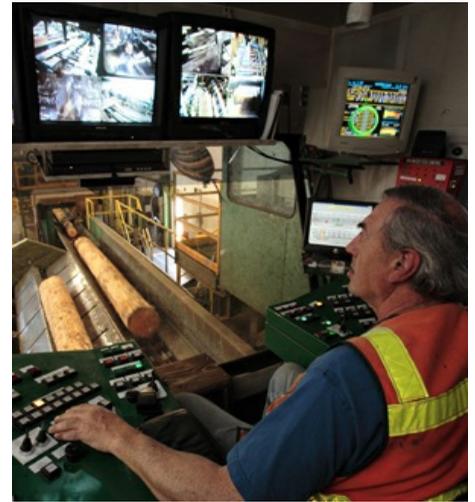
PRODUCT COMPLIANCE

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.

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ENVIRONMENTAL PROFILES

Weyerhaeuser has 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 are currently available based on 2009 data:

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



LIFE-CYCLE ASSESSMENTS

Life cycle assessment is a methodology to quantify the total environmental impacts of a product or service, from raw material extraction through to end-of-life. LCA is a useful tool but measuring all material inputs and environmental impacts from “cradle-to-grave” is complex and not always feasible. Instead, Weyerhaeuser estimates cradle-to-gate environmental impacts and communicates these with consumers through our Product Environmental Profiles as described above.

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



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

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

Several members of the Roundtable, including Weyerhaeuser, have signed a "[Green Marketing Pledge](#)," to publicly demonstrate our commitment to responsible environmental marketing, including adherence to FTC's revised Green Guides. A company or organization that signs the Pledge vows to adhere to established guidelines ensuring the validity of its green marketing claims. It must also provide evidence to substantiate those claims.

"Weyerhaeuser takes its commitment to accurate and transparent environmental marketing claims very seriously," said Cassie Phillips, Vice President, Sustainable Forests and Products for Weyerhaeuser. "The Pledge is an effective way for our company to demonstrate that commitment."

In 2010, we believe we did not sell products banned in any markets. Some company products were the subject of stakeholder or public debate in the case of underlying public policy issues related to forestland management, which are discussed under [Grassy Narrows](#).

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

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PRODUCT HEALTH AND SAFETY

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

As part of this commitment, we provide our customers with comprehensive [Material Safety Data Sheets](#) in accordance with regulatory requirements and sound product stewardship practices.

NANOTECHNOLOGY

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

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

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MATERIAL SAFETY DATA SHEETS

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

ID#	Product Name
WC 406-02	3rd Generation CS10 Pulp
WC 186-20	Bleached Kraft Pulp
WC 404-04	CMC535
WC 316-12	Creosote Treated Parallam PSL
WC 088-15	Crude Sulfate Turpentine
WC 288-10	CS10 Pulp
WC 443-01	FlyAsh - Kenora
WC 225-13	FR480, NB480
WC 291-06	Green Douglas Fir Lumber - Mycostat Treated
WC 476-02	Green-Gard Treated Parallam PSL – Douglas Fir
WC 414-02	HI-Clear Treated Products
WC 454-00	Hydrochloric Acid
WC 203-25	iLevel Edge and Edge Gold
WC 492-00	iLevel Insulated Rimboard
WC 490-00	iLevel Insulated Structural Corner
WC 491-00	iLevel Insulated Structural Header
WC 337-09	iLevel RBS Roof Sheathing
WC 447-02	Kraft Lignin
WC 292-03	Liquid Packaging Board - Coated
WC 450-00	Liquid Packaging Board - Uncoated
WC 413-0	LUMN Plywood
WC 312-09	Microllam Laminated Veneer Lumber (LVL) and/or Parallam Parallel Strand Lumber (PSL)
WC 067-08	Newsprint
WC 457-03	Parallam Plus PSL (CAC)
WC 311-12	Parallam Plus PSL (CCA)
WC 449-02	Peach, Pearl, and Awayuki Kraft Pulp (cellulose)
WC 439-03	Pearl 428 and Awayuki 428 Kraft Pulp (cellulose and specialty additive)
WC 301-12	Plywood
WC 488-00	Southern Pine Lumber - AntiBlu Treated
WC 384-02	Specialty Pulp: FR120
WC 321-07	TJI Joist
WC 313-08	TimberStrand LSL, TJO Joist, iLevel Shear Brace
WC 446-00	Unbleached Pulp
WC 432-00	Wet Lap
WC 485-02	Weyerhaeuser OSB Sheathing
WC 335-11	Wood and Wood Dust (Without Chemical Treatments or Resins/Adhesives)
WC 453-00	Writing and Printing Paper
WC 315-11	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.

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

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

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

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

Wood also generated fewer air pollutants.

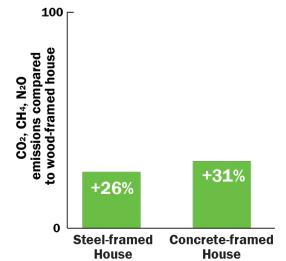
Additionally, Weyerhaeuser's wood products are made from trees harvested from forests certified by third parties as sustainably managed. These wood products store carbon during their useful life, limiting the amount of carbon dioxide in the atmosphere.

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

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WOOD PRODUCTS HAVE LOW EMBODIED GREENHOUSE GAS EMISSIONS¹



¹ 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. All five builders have been acknowledged for leadership by the federal government's Energy Star program, industry associations and/or by state or local governments.

- [Pardee Homes](#) ▼
- [Quadrant Homes](#) ▼
- [Trendmaker Homes](#) ▼
- [Winchester Homes](#) ▼
- [Maracay Homes](#) ▼

PARDEE HOMES

Pardee 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—has been available to Pardee buyers in selected neighborhoods since 2001. LivingSmart Homes are designed to exceed local building codes and be at least 50 percent more efficient than the Federal Energy Code. LivingSmart home attributes include:

- Resource efficient engineered wood, including iLevel 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



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

Additionally, Pardee Homes is California's first production homebuilder that is building an entire new home project certified to the [National Green Building Standard](#)™ by the NAHB Research Center, an internationally recognized, independent third party. Every home of Pardee's new LivingSmart® Homes in Santa Clarita's Fair Oaks Ranch®, is being built to Gold-level criteria of the NGBS, inspected at least twice by an accredited green verifier, and Green Certified by the Research Center.

Awards and Recognition:

- NAHB Research Center's National Green Building Standard Gold certification, 2011
- National Association of Home Builders' 2010 Green Building Corporate Advocate of the Year
- National Association of Home Builders' 2009 Green Project of the Year

QUADRANT HOMES

Quadrant was the first major Washington State production homebuilder certified as an Energy Star® builder. This means that a Quadrant Home will be 15% more energy efficient than a home that has been built to only meet state code. 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

Awards and Recognition:

- 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 was one of the first builders in the Houston area to participate in Energy Star. Trendmaker is also a founding member builder of the Greater Houston Builder's Association Green Building program.

Green attributes of Trendmaker homes include:

- Use of optimal framing standards and techniques
- A system for bringing filtered, fresh air into the home
- Installation of formaldehyde-free fiberglass insulation
- High efficiency air conditioning and programmable thermostats
- Use of WaterSense® labeled bathroom faucets

Environmental sensitivity and sustainability were fundamental objectives during Trendmaker's planning for the development of Cross Creek Ranch. Cross Creek Ranch is a mixed-use, 3,200 acre master-planned community near Houston, Texas, that is home to more than 500 families and growing. Trendmaker restored a two-mile long dormant creek into a wide and gentle green space with a meandering stream bed and trails.

The creek design diminished the energy of heavy flows with plunge pools at outfall locations which minimize erosion and reduce silt sedimentation. Additionally, over 90 percent of the common area irrigation system is non-potable water collected in detention lakes from street runoff and then distributed throughout the community for irrigation needs.

Awards and Recognition:

- 2009 Energy Star® Leadership in Housing Award by the U.S. Environmental Protection Agency




**TRENDMAKER
HOMES**

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WINCHESTER HOMES

Camberley Homes, a division of Winchester Homes, is partnering with the U.S. Department of Energy's Builder's Challenge Program to show how high-performing, energy efficient design and construction technologies can be built into the DNA of the home. Camberley Homes is building a model home designed to be 30 percent more efficient than required by code using advanced framing technologies, along with an insulation and sealing system which will reduce heat loss and reduce pollutants, allergens and unwanted outside noise from entering the home.

Winchester's *Your Home. Your Way.*™ program gives homeowners the



opportunity to select green features for their home, including:

- Landscaping using native plants
- Systems to divert rainwater from home
- Dual flush toilets
- Programmable thermostats
- High-efficiency furnace on the lower level
- Low VOC paint
- Building materials with recycled content



WINCHESTER
HOMES®
YOUR HOME  YOUR WAY

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 is an Energy Star® rated builder in all its communities. Maracay implements a variety of building specifications in its new homes to make them more energy efficient and environmentally responsible, including:

- Headers, beams and flooring made by iLevel, which has received a "green" designation from the National Association of Home Builders Research Center
- Blown-in cellulose wall insulation on all exterior wall applications, which provides protection from heat and cold using a renewable material
- Radiant barrier sheathing, which blocks up to 97 percent of the sun's radiant energy, minimizing heat transfer from the roof and insulated attic into homeowner's living spaces
- Low water-use plumbing fixtures and "water smart" irrigation timers
- Programmable thermostats in all homes to help manage heating and cooling costs, and low-energy bulbs and motion sensors to reduce lighting costs



Maracay Homes
flex design.

Awards and Recognition:

- APS Energy Star® and SRP Powerwise® certifications for its building practices in communities throughout metro Phoenix, Ariz., and TEP Guarantee certification for its building practices in communities throughout Tucson, Ariz.

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BUILDING GREEN WITH WOOD

iLevel, our wood products business, offers several solutions to meet the needs of builders committed to green construction. Most iLevel products and services are eligible for points under most major green-building standards. iLevel has also taken the lead in developing products, software and support services for builders to help them meet the requirements of these standards, including ENERGY STAR®.

ENERGY-EFFICIENT MATERIALS AND TECHNIQUES

iLevel is making it easier for builders to construct homes using more energy-efficient materials and techniques. This year, iLevel introduced its 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.

iLevel 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.



NAHB "GREEN" DESIGNATION

Weyerhaeuser's entire iLevel product line was the first to receive a "green" designation from the National Association of Home Builders Research Center and was certified 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 iLevel products. The builder can use those certificates with code authorities and others to obtain 'green' designations. As this standard continues to grow in popularity, iLevel is proud to have been one of its earliest supporters and adopters.

PRODUCT LINE CERTIFICATION

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

The certification, first achieved in September 2009, includes verification of sustainable sourcing and production, as well as an evaluation of how iLevel solutions can be eligible for points under major green building standards, including the NAHB/ICC® National Green Building Standard™, the 2010 California Green Building Standards Code (CALGreen), Green Globes™ and several of USGBC'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 certification introduces a common standard for green-building eligible products and simplifies the green building process for builders using iLevel products. Companion software programs and support services offered by iLevel further improve structural frame efficiency and minimize waste.

RELATED LINKS

- [Learn more about iLevel solutions](#)
- [Watch the iLevel green building overview video](#)
- [Listen to what a homeowner says about building with iLevel products](#)
- [View iLevel's Verification of Attributes \(VAR\) from ICC-ES](#)
- [Learn more about building green with wood from sustainably managed forests](#)

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GREEN BUILDING STANDARDS

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

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

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

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

NAHB MODEL GREEN BUILDING GUIDELINES

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



NAHB NATIONAL GREEN BUILDING STANDARD APPROVED

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

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

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

GREEN GLOBES

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

LEED

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

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TRANSPORTATION

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

In 2010, we sold our five short-line railroads. Our private truck fleet included 288 trucks that covered more than 10 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 MODERN SHIPPING FLEET PROTECTS OCEAN WATERS

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

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



HEADQUARTERS EMPLOYEES REDUCE DEPENDENCE ON CARS

More than half of our corporate headquarters region employees are enrolled in the Weyerhaeuser Freeways program. The program encourages people to commute using vanpools, carpools and shuttle services to public-transit hubs or by walking or biking. In 2010, this program reduced the total vehicle miles driven to and from work by 455,469, which reduced emissions of fine particulate matter by 20,050 pounds. The Freeways program also reduced employee's vehicle operating costs by \$44,636.

455,469

Vehicle miles reduced from total commute to headquarters.

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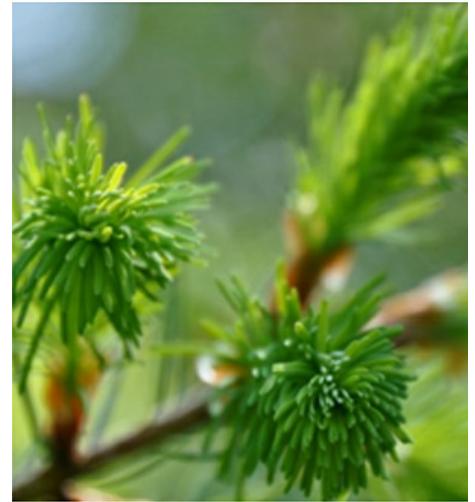
SYSTEMS

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

Each operation sets targets appropriate to its circumstances. As each unit improves, so does the company's performance as a whole, continually reducing our environmental footprint. 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 2010, 21 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 2010, 96 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

96%

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.

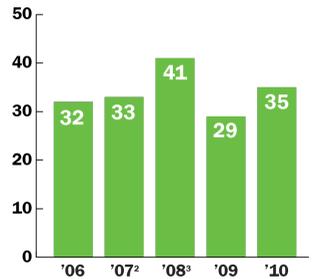
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ENVIRONMENTAL AUDITS

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 2010, internal environmental compliance audits covered approximately 27 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.

ENVIRONMENTAL NONCOMPLIANCE INCIDENTS IN THE UNITED STATES AND CANADA¹



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

² Weyerhaeuser Real Estate Company data first included in 2007.

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

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INCIDENTS AND PENALTIES

Despite our audit program and commitment to operate in compliance, we sometimes experience incidents of noncompliance. In 2010, our penalties decreased compared with 2008 and 2009.

U.S. AND CANADIAN ENVIRONMENTAL NONCOMPLIANCE PENALTIES					
In thousands of U.S. dollars					
	2006	2007 ¹	2008 ²	2009	2010
Fines and penalties	\$289	\$15	\$131	\$80	\$35
Supplemental environmental projects³	\$108	\$9	\$1	\$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 2010 were an estimated \$3 million (approximately 1 percent of total capital expenditures). Based on our understanding of current regulatory requirements in the U.S. and Canada, we expect 2011 capital expenditures for environmental compliance to be about \$4 million (approximately 2 percent of expected total capital expenditures). These capital expenditures exclude acquisitions and Real Estate.

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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 2010, we had 55 active projects and spent approximately \$6 million on environmental remediation. We expect to spend approximately \$5 million on environmental remediation in 2011.

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ENVIRONMENTAL CORE POLICY

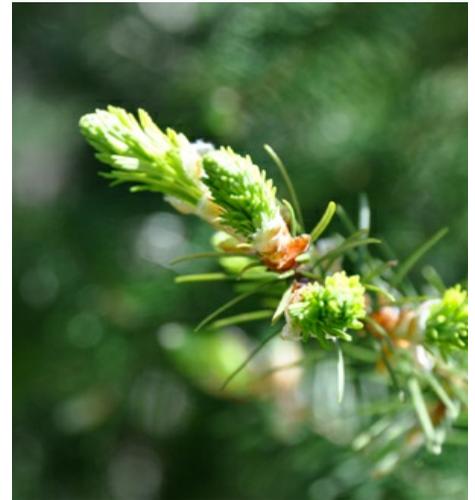
It is Weyerhaeuser's core policy to be responsible stewards of the environment wherever we do business. We practice sustainable forestry, set and meet goals to reduce pollution, conserve natural resources and energy, reduce waste, and continually improve our environmental performance.

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.

Last updated June 10, 2011.

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- Sustainable Forest Management Certification
- Responsible Fiber Sourcing
- Climate Change
- Manufacturing Footprint
- Products
- Green Building
- Transportation
- Systems

- Environmental Management Systems
- Environmental Compliance
- Environmental Core Policy

[Product Stewardship Policy](#) ▶

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PRODUCT STEWARDSHIP POLICY

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

We have made progress, but have not yet adopted a formal policy that outlines our expectations and commitment. In 2010, our work on product stewardship was incorporated into the company's [2020 sustainability strategy](#). As part of that strategy, our Senior Management Team agreed to adopt a product stewardship policy in 2011.

In 2010, we integrated product stewardship more fully into each phase of our new product development process, after a successful pilot in 2009. A draft policy exists and work is underway to solicit input to ensure the policy is appropriate and meaningful for Weyerhaeuser going forward.

Last updated June 10, 2011.



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CURRENT ISSUES

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

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

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

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

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



Last updated November 19, 2010.

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KEY WEYERHAEUSER POLICIES

- [Environmental Core Policy](#)
- [Sustainable Forestry Policy](#)
- [Wood-Procurement Policy](#)
- [Health and Safety Policy](#)
- [Labor Principles](#)
- [Code of Ethics](#)
- [Human Rights Policy](#)

For more governance policies, please visit our [investor website](#).



Last updated June 17, 2011.

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AWARDS AND RECOGNITION

From our forward-looking forestry practices of a century ago, to the new products and strategies of today, Weyerhaeuser seeks to set the standard for sustainability. Although the bar is set higher each year, we are well equipped to meet the challenge. Evidence of our successes can be seen in the following awards. We've earned recognition in the following areas:

- Safety ▼
- Environment ▼
- Citizenship ▼
- Diversity ▼



SAFETY

BENCHMARK REPORT SAFETY LEADER

Weyerhaeuser Company ranked second in safety performance (measured by recordable incident rate) in the 2010 Benchmark Report published by the American Forest and Paper Association.

PULP AND PAPER SAFETY ASSOCIATION AWARDS

The Pulp and Paper Safety Association presented several Weyerhaeuser facilities with awards for their safety performance in 2010, including:

- Best Record: Longview, Wash., NORPAC newsprint mill, and Grande Prairie, Alberta, cellulose fibers mill
- No Recordables: Longview, Wash., NORPAC newsprint mill
- No Lost Workday Cases: New Bern, N.C., cellulose fibers mill, and Grande Prairie, Alberta, cellulose fibers mill

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 2010. Weyerhaeuser received the President's Award for the top Health and Safety performance across all business sectors in 2009. This award is given to the company that has demonstrated overall, unsurpassed performance during the time period 2007-2009. Additionally, our Grande Prairie pulp mill was recognized as the top-performing Pulp and Paper facility in Alberta for its 2009 record, and also received outstanding achievement recognition for its health and safety record for the period 2007 through 2009. Weyerhaeuser's Edson oriented strand board mill was first in its sector and also received outstanding achievement recognition for 2007 through 2009.

SOUTHERN FOREST PRODUCTS ASSOCIATION SAWMILL SAFETY AWARDS

The outstanding safety records of six Weyerhaeuser Company sawmills in Bruce and McComb, Miss.; Greenville and New Bern, N.C.; Holden, La.; and Idabel, Okla., were recognized by the Southern Forest Products Association with Sawmill Safety Awards for zero incidents in 2009. Safety performance is judged by how each mill's safety record stacks up against mills with comparable lumber output throughout the year.

U.S. OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION'S VOLUNTARY PROTECTION PROGRAM

We participate in the U.S. Occupational Safety and Health Administration's Voluntary Protection Program. This program promotes and recognizes effective safety and health management programs. VPP recognizes two levels of accomplishment: star and merit. Star sites serve as models for health and safety in the industry and as mentors to other companies. Sites recently recognized by VPP include:

- Our St. Paul, Minn. iLevel service center renewed its VPP Star recognition. The facility has been a Star site since 2007.
- Our Springfield, Ore., log yard is the first operation of its kind to achieve VPP Merit status in Oregon.

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ENVIRONMENT

DOW JONES SUSTAINABILITY INDEX

Weyerhaeuser was included on the Dow Jones Sustainability Index for North America in 2010. Weyerhaeuser is the only North American forest products company in the category of building materials to be named. The annually reviewed DJSI is based on companies' economic, environmental and social performance in areas such as corporate governance, risk management, climate change, branding, supply chain standards and labor practices. Results of the review are available to asset managers in 14 countries for portfolios tailored for the sustainability-minded investor.



THE SUSTAINABILITY YEARBOOK 2011

Weyerhaeuser was awarded Bronze Class distinction in the Sustainability Yearbook 2011 – 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.

FTSE4GOOD

Weyerhaeuser has been 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 recognised corporate responsibility standards. Companies in the FTSE4Good Index Series have met stringent social and environmental criteria, and are positioned to capitalise on the benefits of responsible business practice.



GLOBAL 100 MOST SUSTAINABLE CORPORATIONS IN THE WORLD

Weyerhaeuser was 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, Weyerhaeuser was 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.



FOREST FOOTPRINT DISCLOSURE JOINT SECTOR LEADER

Weyerhaeuser was 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.

Weyerhaeuser was named a joint sector leader in the Industrials, Construction and Autos sector.

The FFD is a new initiative created to help investors identify how an organization seeks to minimize deforestation through its activities and supply chains. Modeled after the Carbon Disclosure Project, it aims to create transparency for investors concerned about global deforestation.



ALBERTA ENVIRONMENT ENVIROVISTA LEADERS

Weyerhaeuser Company 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.

2009 ENERGY STAR® LEADERSHIP-IN-HOUSING AWARDS

Weyerhaeuser Real Estate Company subsidiaries Quadrant Homes and Trendmaker Homes have been awarded 2009 Energy Star® Leadership-in-Housing Awards by the U.S. Environmental Protection Agency. The honor acknowledges more than 240 Energy Star-qualified new homes built last year by Quadrant in the Puget Sound area of Washington state, and more than 300 Energy Star qualified homes built last year by Trendmaker in the Houston, Texas, area.

"Meeting and surpassing Energy Star standards is a critical component of Quadrant Homes' Living Sound sustainability program," says Mark Gray, Quadrant's executive vice president. "Our commitment to energy-conserving building practices goes well beyond mandated minimums. Quadrant homes exceed Washington's stringent energy code by 15 percent."

ETHICAL INDEX GLOBAL

International financial consulting firm E. Capital Partners added Weyerhaeuser to its list of ethical companies in 2006. The Milan, Italy-based firm maintains the Ethical Index GLOBAL®, cataloging ethical companies traded on European stock exchanges.

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CITIZENSHIP

CORPORATE RESPONSIBILITY MAGAZINE 100 BEST CORPORATE CITIZENS 2011

Weyerhaeuser has been named to the Corporate Responsibility Magazine 100 Best Corporate Citizens 2011. We are ranked #78. The rankings are based on more than 360 data points of public information in seven categories: environment, climate change, human rights, philanthropy, employee relations, financial performance and governance.

FORTUNE MOST ADMIRER

Fortune magazine ranked Weyerhaeuser the most admired forest and paper products company in the world in 2011. Weyerhaeuser had held the position of the second most admired in our industry in America from 1988 to 2009, and was third most admired in our industry in 2010.

Weyerhaeuser also tied for tenth among all companies for best in social responsibility in 2011.

TOP FOREIGN CORPORATE CITIZENS IN CANADA

Corporate Knights, a quarterly Canadian magazine that promotes responsible business practices within Canada, included Weyerhaeuser as one of 13 companies honored as a "Top Foreign Corporate Citizens in Canada" in 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 Weyerhaeuser's corporate headquarters are located, recognized Weyerhaeuser's 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

Weyerhaeuser's employee volunteerism efforts were recognized in 2011 by the Association of Washington Business. Weyerhaeuser received a Community Service Award in the category of "recognizing volunteerism". In 2010, more than 1,100 Weyerhaeuser employees nationwide completed more than 108 Making WAVES/iWAVES volunteer projects, contributing more than 14,127 volunteer hours and \$254,000 in grants.

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DIVERSITY

WESTERN WASHINGTON DIVERSITY AND INCLUSION AWARD

In December 2010, the Seattle Chapter of the Society of Human Resource Management named Weyerhaeuser its first large-company winner of the Western Washington Diversity and Inclusion Award. Weyerhaeuser was cited "for being a workplace leader in diversity and inclusion."

The newly created annual awards honor organizations and businesses in western Washington for innovative strategies and initiatives that promote, advance and celebrate diversity in the workplace and the community. Key selection criteria included ongoing diversity efforts; examples of senior management support; and an outline of defined goals, actions and objectives to achieve workforce diversity throughout all levels of the organization.

SAVOY MAGAZINE RECOGNITION

Effenus Henderson, our chief diversity officer, was named to Savoy Magazine's 2010 list of the "Top 100 Most Influential Blacks in Corporate America." He was also selected by the National Urban League as the 2010 recipient of the Collins Award for distinctive service and commitment, an honor presented to Henderson at the organization's centennial convention in Washington, D.C. Savoy magazine named Weyerhaeuser one of the "Top 100 Companies for Blacks in Corporate America" for 2009.

MAGAZINE READERS CHOOSE BEST DIVERSITY COMPANIES

In 2010, Weyerhaeuser was identified as a "Diversity-Minded Company in Green Technology" and as "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 third consecutive year Weyerhaeuser has received the nomination.

Dr. Zakiya Leggett, a research scientist at Weyerhaeuser, was also featured in the magazine for her work in sustainability research on land and soil.

LEADING DIVERSITY EFFORTS

Effenus Henderson, our chief diversity officer, has been asked by the national Society of Human Resource Management office to co-lead a national effort to develop certification standards for chief diversity officers and for diversity and inclusion programs and metrics. Henderson was previously acknowledged by the organization as one of the "100 Top Global Diversity Thought Leaders."

Henderson has also been 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. Henderson continues to advise leaders at the United Nations on intercultural and interreligious diversity matters.

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SUSTAINABILITY**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)

Last updated June 10, 2011.

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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 <small>In Accordance</small>	C	C+	B	B+	A	A+
Mandatory	Self Declared			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
Strategy and Analysis	
1.1	A Message from Dan Fulton Progress Toward Sustainability Goals
1.2	Progress Toward Sustainability Goals
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2.1	Home Page
2.2	2010 Form 10-K: Who We Are Our Businesses
2.3	2010 Form 10-K: What We Do
2.4	2010 Form 10-K: About Weyerhaeuser
2.5	Timberlands Ownership 2010 Form 10-K: Timberlands
2.6	http://investor.weyerhaeuser.com
2.7	Weyerhaeuser At A Glance
2.8	Financial Results
2.9	Portfolio Action
2.10	Awards and Recognition
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Report Parameters	
3.1	Data
3.2	Use of GRI Guidelines
3.3	Use of GRI Guidelines
3.4	Contact Us (Choose category "Environment")
3.5	Website Content
3.6	Data
3.7	Data
3.8	Data

- 3.9 [How Data in This Report Were Verified](#)
- 3.10 [Data](#): 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 Dornier Inc. to create a new fine paper company, Dornier Corporation. In August 2008, Weyerhaeuser's containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical environmental data.
- 3.12 This page
- 3.13 [How Data in This Report Were Verified](#)

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Governance, Commitments and Engagement

- 4.1 [Board of Directors](#)
- 4.2 [Board of Directors: Key Board Accomplishments](#)
- 4.3 [Board of Directors: Composition, Structure and Independence](#)
- 4.4 [Providing Recommendations](#)
- 4.5 [Compensation](#)
- 4.6 [Avoiding Conflicts of Interest](#)
- 4.7 [Board Qualifications and Expertise](#)
- 4.8 [Environmental Policy](#)
[Sustainable Forestry Policy](#)
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[Human Rights Policy](#)
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[Ethics and Business Conduct](#)
[Code of Ethics](#)
- 4.9 [Responsibility for Sustainability Matters](#)
- 4.10 [Qualifications and Expertise](#)
- 4.11 [Genetic Engineering](#)
- 4.12 [Externally Endorsed Principles](#)
- 4.13 [Association Participation](#)
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Economic

- DMA [Company Structure](#)
- EC 1 [Financial Results](#)
- EC 2 [Risks and Opportunities of Climate Change](#)
- EC 3 [More about our Pension Plans](#)
- 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](#)

EN5	Energy Efficiency
EN6	Green Building
EN8	Water Use and Conservation
EN11	Timberlands Ownership
	Threatened and Endangered Species
EN12	Threatened and Endangered Species
	Boreal Forest Management
EN13	Special Sites
EN14	Special Sites
EN16	Greenhouse Gas Reduction
EN17	Greenhouse Gas Reduction
EN17	Climate Change
EN19	Limited Use of Methyl Bromide
EN20	Air Quality
EN21	Water Quality
EN22	Residuals and Solid Waste Management
EN23	U.S. Toxic Release and Canadian National Pollutant Release Inventories
EN24	Residuals and Solid Waste Management
EN26	Recycling
	Life Cycle Assessments
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	Product Innovation
EN27	Recycling
EN28	Incidents and Penalties
EN29	Transportation
EN30	Capital Spending

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Labor

DMA	Risk Management Systems
	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

DMA	Human Rights
HR1	Human Rights
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HR4	Not reported: Data for this indicator is considered proprietary.
HR5	Human Rights
HR6	Human Rights
HR7	Human Rights
HR9	Indigenous People

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Society

DMA	Ethics and Business Conduct
	Communities
	Participating in the Political Process
SO 1	Advisory Committees
SO 2	Preventing Corruption and Bribery
SO 3	Ethics and Business Conduct
SO 4	Preventing Corruption and Bribery
SO 5	Participating in the Political Process
	Issues Important to Weyerhaeuser
SO 6	Campaign Contributions
SO 7	Anti-Competitive Behavior
SO 8	Anti-Competitive Behavior

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Product Responsibility

DMA	Environmental Profiles
	Product Health and Safety
PR 1	Product Health and Safety
PR 3	Sustainable Forestry Product Labeling
PR 6	Responsible Marketing and Communications
PR 9	Product Compliance

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- Use of GRI guidelines ▼
- Sustainability website content ▼
- How data in this report were verified ▼

DATA

Except where noted, this report covers all operations of Weyerhaeuser during calendar year 2010. Financial results are for fiscal 2010.

2010 ENVIRONMENTAL DATA

Included

- Weyerhaeuser global operations owned in 2010:
- 7 cellulose fibers facilities
 - 46 wood products manufacturing locations
 - 25 wood products distribution centers
 - 5 Real Estate businesses

Not included

- Operations sold or closed during 2010
- 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 fifth report produced using the G3 guidelines to an application level of "A"

The codes (e.g., EN 10, HR 5) shown in the [GRI Index](#) refer to specific GRI indicators. For more information about GRI and its indicators, please visit www.globalreporting.org.

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SUSTAINABILITY WEBSITE CONTENT

In 2008, we moved from a printed report to an online reporting format using this website. We believe this format will make our information more accessible to stakeholders and facilitate transparency in the company's disclosure of relevant sustainability information. We welcome feedback on our report via this form and seek to integrate feedback into our annual process.

Our process for determining report content includes:

- Identifying key audiences for the report, including customers, investors, current and potential employees, and other stakeholders.
- Determining the information needs of our audiences based on our internal tracking of stakeholder inquiries, broader sustainability trends, and feedback from key users of the report.
- Comparing these content needs with the Global Reporting Initiative indicators and prioritizing topics within the report.
- Measuring our sustainability performance using a progress toward goals chart. This is our fourth year to rate our performance in key areas in this manner. We will refine and improve the dashboard measures in coming years.

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HOW DATA IN THIS REPORT WERE VERIFIED

The Weyerhaeuser data contained in this report are drawn from:

- Established internal databases that are used regularly by our operations.
- Environmental data reported to the EPA
- Annual internal surveys.

Environmental data are obtained in a number of ways at Weyerhaeuser facilities, including physical measurement, representative and other sampling, application of standard government factors, and recognized industry factors. Calculations were performed using measured data as well as commonly recognized engineering standards. All equations and estimations that were used in calculating environmental data reported in this document have been accepted industrywide and by all pertinent regulatory authorities.

In addition, each section of the website is reviewed by an internal subject-matter expert to ensure accuracy. The final draft of the website

is reviewed by members of Weyerhaeuser's Disclosure Committee and key senior leaders to ensure material information is accurately communicated. Each page notes the date content was last reviewed and updated as needed on the bottom of the page.

Weyerhaeuser has evaluated options for external verification of data and does not currently externally verify all of the data included in this report. We continue to monitor stakeholder interest and trends in external verification.

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AFFORESTATION

The conversion of land that has not been forested for at least 50 years to forested land through planting and seeding.

BIOCHEMICAL OXYGEN DEMAND (BOD)

A measure of the amount of oxygen consumed by microbiological organisms and certain chemicals that oxidize and remove organic pollutants during wastewater treatment. If left untreated, organic material would exert an oxygen demand in receiving waters, resulting in low dissolved oxygen levels and adverse effects on some aquatic organisms.

BIOMASS FUELS

Organic-based, nonfossil fuel, including wood, forest residuals, wood residuals, bark, black liquor, and liquefied and gasified wood.

CARBON DIOXIDE EQUIVALENTS (CO₂E)

A common unit of measurement against which the impact of releasing, decreasing or avoiding the release of different greenhouse gases can be evaluated, expressed in terms of the global warming potential of one unit of carbon dioxide.

CARBON MONOXIDE (CO)

Colorless, odorless and, at high levels, poisonous gas, formed when carbon in fuel is not burned completely.

COGENERATION

The generation of electricity as a byproduct of heat or steam that is created for use elsewhere in the manufacturing process, e.g., to remove the water from pulp or paper.

CUNIT

A measurement of volume equal to 100 cubic feet.

DAYS-AWAY CASE

Work-related incident that involves days away from work.

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EMISSIONS INTENSITY

A unit of measurement intended to capture changes in greenhouse gas emissions that occur from investments or changes that enhance manufacturing efficiency. Usually expressed as greenhouse gas emissions per ton of production or other uniform units of business and/or manufacturing activity.

EXEMPT EMPLOYEE

An exempt employee is an employee who, because of his or her positional responsibilities and level of decision-making authority, is exempt from the overtime provisions of the Fair Labor Standards Act. Primarily a term used in the United States, an exempt employee is compensated by a salary, as opposed to a nonexempt employee, who is paid on an hourly basis and is eligible for overtime.

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ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

The International Organization for Standardization (ISO) is a worldwide federation founded to promote the development of international standards. The ISO 14000 series is composed of six elements, including an environmental management system, auditing, environmental performance evaluation, labeling and life-cycle analysis.

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NITROGEN OXIDES (NO_x)

The term used to describe the sum of NO, NO² and other oxides of nitrogen that play a major role in the formation of ozone.

OXYGEN DELIGNIFICATION

A pulp-making technology that uses oxygen in the chip-cooking process to help break down lignin, a natural glue that holds wood fibers together and gives wood its brown color.

PARTICULATE MATTER (PM)

Fine liquid or solid particles such as dust, smoke, mist, fumes or smog found in air or emissions. Inhalable PM includes both fine and

coarse particles. These particles can accumulate in the respiratory system and are associated with numerous health effects.

PRIMARY MILLS

Manufacturing facilities that use logs or wood chips as their raw material.

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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 (SO₂)

A gaseous molecule made of sulfur and oxygen. High concentrations of SO₂ can result in temporary breathing impairment for asthmatic children and adults who are active outdoors.

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TOTAL TREATED EFFLUENT

Wastewater treated in primary and/or secondary wastewater treatment systems before being returned to a river or other body of water.

TOTAL REDUCED SULFUR (TRS)

A measure of the amount of reduced sulfur compounds in air emissions. TRS compounds cause nuisance odors, including a "rotten egg" smell, around kraft mills.

TOTAL SUSPENDED SOLIDS (TSS)

A measure of the suspended solids in wastewater, effluent or water bodies. Increased suspended solids reduce how deep below the water surface light can penetrate and thereby reduce the depth at which plants can grow. This can shift habitat for fish and the quality of food for herbivores.

VOLATILE ORGANIC COMPOUNDS (VOCs)

Any compound of carbon, excluding carbon monoxide, carbon dioxide and carbonic acid, that participates in atmospheric photochemical reactions.

VOLUNTARY PROTECTION PROGRAM (VPP)

An OSHA program designed to recognize and promote effective safety and health management. In the VPP, management, labor and OSHA establish a cooperative relationship at a workplace that has implemented a strong safety and health program.

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Last updated June 10, 2011.

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FEEDBACK

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Download current and past Weyerhaeuser Sustainability Reports using these links.

Date	Description	Size	Download
09/10	Entire Sustainability Website	7.4 MB	
07/09	Weyerhaeuser's Climate Change Commitment	6.5 MB	
06/08	Sustainability Essentials Brochure	1.0 MB	

Last updated Oct. 1, 2010.

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FEEDBACK

Is anyone listening? We are.

Your feedback is important to us. At Weyerhaeuser, we communicate openly with the public and look forward to our conversation with you. Please take a moment to fill out this survey.

1. Overall, how would you rate our online Sustainability Report:

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

- 1 2 3 4 5

2. How strongly do you agree (4) or disagree (1) with the following statement. This online report is:

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

a. Credible and openly reports on the topics

- 1 2 3 4

b. Clear and easy to understand

- 1 2 3 4

c. Complete and accurate

- 1 2 3 4

d. Logically organized and easy to use

- 1 2 3 4

e. Covers the most relevant issues regarding Weyerhaeuser's social, environmental and economic performance

- 1 2 3 4

3. How much of this report did you read?

- All of the Sustainability section of wy.com
- About half
- One topic (i.e., 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?

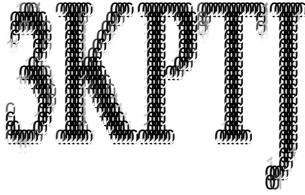
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