For 120 years, we’ve been growing, harvesting and re-growing forests on a continuous cycle.

Our timberlands provide clean air and water, wildlife habitat, recreational opportunities, renewable energy, and a sustainable supply of wood for homes and countless products we all depend on every day. Our forests and mills provide great jobs and support local economies in rural areas across North America. And with every decision we make, we aim to preserve our ability to continue operating responsibly for another century and more.

To achieve enduring success for our company and the stakeholders we serve, we’re always looking to innovate and improve our sustainability practices and leadership, in the woods and across our business. As we look ahead to the next decade and beyond, we’ve launched a new sustainability strategy focused on three core areas:

**MAINTAIN**
**ESG FOUNDATION**
- Environmental Stewardship
- Social Responsibility
- Strong Governance

For decades, we’ve set strategies and achieved targets to drive improvement for the environment, our workplace, our communities, and the way we govern our company. We’ve established a roadmap for regular review and renewal of these activities to ensure we continuously drive improvement in all three areas over time.

**IMPROVE**
**BUSINESS ALIGNMENT**
- Integrate Sustainability into Business Processes
- Recognize & Measure Sustainability Wins

Sustainability is so much more than what we do in our forests. To help our employees see how their work contributes to our sustainability goals, we are strengthening its visibility in all our critical business processes, including roadmaps, performance plans and capital plans.

**DEMONSTRATE**
**POSITIVE IMPACT**
- Climate Change Solutions
- Sustainable Homes For Everyone
- Strong Rural Communities

We recognize that citizens expect businesses to help solve some of the world’s toughest challenges. We agree, and to demonstrate our commitment we’ve identified three positive impact areas where we believe we can make a difference over the next 10 years.

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**NOTABLE SUSTAINABILITY RESULTS ACHIEVED IN THE LAST YEAR**

- **We were named one of the world’s most ethical companies** by Ethisphere for the 11th time
- **In 2019 we launched an inclusion council** and added inclusion to our core values
- **66% of our sites** operated with zero injuries in 2019
- **9 million metric tons of CO₂** in our wood products
- **In 2019 we launched a matching gifts program** for all employees
- **In 2019 we introduced paid parental leave** for all U.S. employees
- **We’ve improved our individual development planning process for salaried employees**
- **We’ve maintained 100% certification of our timberlands and wood fiber procurement**

Visit [www.wy.com/sustainability](http://www.wy.com/sustainability) for the full details of our sustainability strategy, stories and results.
We operate all over North America, mostly in the woods and in small rural towns. We manage nearly 25 million acres of timberlands and operate dozens of wood products manufacturing facilities and distribution centers across the continent.

**We take this responsibility as an employer and land steward seriously.** We run our businesses safely and with integrity. We are committed to diversity, equity and inclusion. We have a decades-long track record of strong environmental stewardship, and we’re deeply connected and committed to the communities where we live and work.

**We also have an important role to play in the world beyond our operations.** By 2030, we commit to taking tangible action — by deploying our resources and expertise in a focused way — to help tackle some of the most critical challenges we all face in society today.

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**Our Working Forests Contribute to Climate Change Solutions**

Our millions of acres of forests have an important role to play in mitigating climate change by absorbing CO₂ from the atmosphere and storing carbon in the wood products we make.

**Early Action Areas:**
- Accelerate development of forest carbon markets and accounting
- Engage with key forest and natural climate solution leaders
- Strengthen forest-climate risk assessments

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**Our Sustainable Products Help Provide Homes for Everyone**

Our wood products can help meet the growing need for affordable and sustainable housing in communities all over the world.

**Early Action Areas:**
- Promote innovative wood building materials
- Help write a new chapter for sustainable building standards and tools
- Support affordable homebuilding efforts

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**We Help Our Rural Communities Be Thriving Places to Work and Live**

Because of where we operate, we have a powerful opportunity to help rural communities across North America remain thriving places to live and work.

**Early Action Areas:**
- Assess community needs and resources in our operating areas
- Expand career opportunities in our communities
- Nurture an appreciation of nature and natural resources

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visit [www.wy.com/sustainability](http://www.wy.com/sustainability) for the full details of our sustainability strategy, stories and results

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A MESSAGE FROM OUR CEO

Sustainability has been a guiding principle at Weyerhaeuser for well over 125 years. Our company began replanting valuable forest lands more than 100 years ago, a practice that has grown in scope and magnitude. And our commitment to leadership and sustainable forest management has been Translate to us by our leaders for generations. For simple, we are blessed by the belief that forests are the most sustainable and valuable resources on Earth. We are proud of the work we do to ensure our forests last forever, yet we know sustainability is much broader than that, and that we, as leaders of a company and innovators, have an important role in our business. For us, sustainability is about constantly innovating and evolving — and taking proactive steps every day to ensure our company remains an asset and meaningful value to the world as we grow.

We have many different stakeholders with a vested interest in how well we do our work. Our shareholders, the board of directors, the collective of leaders that make up our operations, and all the people that work for us. As we continuously improve our company on this front, our operations remain focused on the belief that we will see our operations more sustainably and profitably over the long term.

Our commitment is to building on our partnership across businesses and functions, and to sustainability supply chain for our own business. Our current and future stakeholders need us to truly balance effective and holistic improvement. We’re working toward a more sustainable future. But we can’t achieve it in one step. It’s a journey that requires us to make progress in all areas where we operate to meet our goals.

Thank you,

ELAINE W. GRIFFITH
President and CEO

OUR ENVIRONMENTAL STEWARDSHIP STORY

What We Do & How We Do It

OUR STORY STARTS IN THE FOREST

For our company, the logging and harvesting of trees has been going on for centuries. Our company's roots go back to 1857 when John Henry Weyerhaeuser started a logging and trading company in the Pacific Northwest.

WE HARVEST LESS THAN YOU THINK

The majority of our land is not harvested. We manage all of our lands to sustain our natural resources and keep our operations sustainable for future generations.

WE PLAN MORE THAN WE HARVEST

We grow high-quality materials in our own 2.8 million acres of owned forest lands. Our company actively manages our forests to ensure they remain healthy and productive for future generations.

Awards & Recognition for Weyerhaeuser

Our commitment to sustainability is recognized through various awards and recognition. We have received awards for our environmental stewardship, forest management practices, and community involvement.

Contact Us

Connect with us on social media.
OUR STRATEGY
Foundation, alignment, impact

Maintaining our ESG Foundation
We have spent decades delivering lasting results on environmental stewardship, social responsibility and strong governance. To maintain those results, we maintain world-class facilities, processes and people. We have reviewed and evaluated our footprint and baseline data, and continue to make appropriate enhancements, goals and targets as needed. Topics covered by our ESG baselines include climate change and mitigation, environmental compliance, community relations, safety and quality, employee development, diversity, ethics, and safety and environmental engagement, and in-house risk management.

Improving Business Alignment
We are engaged in a process of evaluating our sustainability risk to identify key factors in our business model, our employees at Weyerhaeuser and our management to realize sustainable, long-term, value-creation sustainability initiatives that are focused on our core business strategies. We continuously review our ESG indicators and strategies to ensure our consistent alignment.

Demonstrating Positive Impact
The images that show the impact that we have made; they provide an overview of the impact we are making on our communities. We have identified specific areas that have the potential to improve our impact and have set targets to achieve our goals. We believe that this approach will enable us to make a significant impact in our communities.

How Do We Make Sure We Stay on Track?
Our leadership keeps our strategy and focus on the most critical opportunities. This strategy is supported by cross-functional staff and leaders who identify and track specific metrics. We have also set specific targets and timelines to track our progress and ensure our alignment with our strategic priorities. We monitor our progress quarterly and adjust our strategies as needed.

Connect with us
View our site

Weyerhaeuser Company

Building our 21st-century reputation in sustainable forestry, we are always looking to innovate and improve our sustainability positions and leadership in the industry and across all our businesses.

In 2019, we broadened our sustainability strategy by mapping out a comprehensive set of commitments and goals, and we made great strides to meet these goals in 2019 and beyond.

In 2020, we accelerated our efforts to align and harmonize our strategy across the company, addressing key barriers to achieving our sustainability goals.

In 2021, we invested in the next steps and beyond, by continuing our strategy to focus on actionable strategies across the company, addressing key barriers to achieving our sustainability goals.

Our strategy is focused on the following key strategies:

- Environmental stewardship
- Social responsibility
- Strong governance

These strategies are designed to help us achieve our sustainability goals and improve our overall performance in the industry.
WHAT IS THE CHALLENGE?

Climate change poses significant and growing threats to our way of life, our environment, and our economy. The pace of change is accelerating and the risks are growing. The recent increase in extreme weather events, such as hurricanes, droughts, and floods, is a clear indication of the impact of climate change on our planet.

Our work is to ensure that we are prepared for the challenges that climate change brings. We are committed to reducing our carbon footprint and helping to mitigate climate change where we can.

WHAT ARE WE INVOLVED?

We are involved in a wide range of projects to address climate change. These include:

1. Developing renewable energy projects
2. Promoting energy efficiency in homes and businesses
3. Planting trees to capture carbon
4. Developing carbon offset projects
5. Educating the public about climate change

WHAT DO YOU WANT TO ACQUIRE BY DOING?

By taking action, we can reduce our carbon footprint and help to mitigate climate change. We can also help to improve the health of our planet and ensure that future generations have a healthy and sustainable environment.

WHAT ACTIONS ARE WE TAKING?

Over the next decade, we will look to:

1. Increase renewable energy production
2. Engage with local and national climate action leaders
3. Develop and implement climate action plans

We will continue to monitor and adjust our actions based on the latest scientific evidence.
WHAT IS THE CHALLENGE?

A tissue culture model system is available with high flexibility, ensuring that the key aspects of the biological process are well understood and controllable, and enabling fast-time-to-market development. This model can also be used to address the specific needs of the industry in terms of regulatory requirements and intellectual property considerations.

WHAT DO WE INVESTIGATE?

Today, more than half of the world’s population is urban, and the trend is expected to continue, leading to an increase in the demand for building materials that are sustainable and durable. The use of sustainable materials is crucial to address the challenges of urbanization and climate change.

WHAT DO WE WANT TO ACHIEVE BY 2025?

By 2025, we envision a world where natural, sustainable materials are widely used, and the use of non-renewable resources is minimized. This will be achieved through the development of new materials and the optimization of existing ones, leading to a sustainable future.

WHAT ACTIONS ARE WE TAKING?

To meet our goal, we are taking several actions:

1. **Promote innovative wood-based materials**
   - Developing new wood-based materials that are sustainable and renewable.
   - Investigating new applications for wood-based materials in construction and other industries.

2. **Support affordable building strategies**
   - Developing affordable building strategies that are accessible to a wider range of consumers.
   - Educating communities on the benefits of affordable building solutions.

3. **Establish a strong partnership with the biobased industry**
   - Forming partnerships with companies in the biobased industry to promote sustainable solutions.
   - Supporting the development of new products that are biobased and sustainable.

By taking these actions, we aim to create a sustainable future for everyone.
MAINTAINING BOARD OVERSIGHT OF SUSTAINABILITY

The Weyerhaeuser Company is committed to ensuring the sustainability of its operations and products. The board of directors plays a crucial role in overseeing and directing the company's sustainability efforts. The board is responsible for providing strategic direction, evaluating performance, and ensuring alignment with the company's sustainability goals.

LEADING WITH STRONG CORPORATE GOVERNANCE

Weyerhaeuser's governance framework is designed to promote transparency, accountability, and ethical conduct within the company. The company's governance principles are guided by the values of responsibility, integrity, respect, and excellence. The board of directors and executive management work together to ensure that the company operates in a manner that is consistent with these values.

SERIES ETHICAL & TRANSPARENT

Weyerhaeuser is committed to maintaining high standards of ethical and transparent policies and practices. The company's commitment to transparency is reflected in its practices of reporting on environmental, social, and governance metrics, as well as in its efforts to ensure that stakeholders are informed about the company's operations and performance.

RESPONSING TO PUBLIC POLICY

As a responsive and responsible corporation, Weyerhaeuser is committed to following public policies and regulations that govern its operations. The company actively monitors and complies with relevant laws and regulations, and works to ensure that its policies and practices align with these requirements.

DETERMINING WHAT'S SUSTAINABLE

Weyerhaeuser's commitment to sustainability is not only a corporate responsibility but also an opportunity for innovation and growth. The company actively seeks new and sustainable solutions to improve its operations and products, and to reduce its environmental impact.
SUSTAINABLE FORESTRY
A continuous cycle

Tens of millions of acres of renewable resources that, after managed responsibly, can meet a wide range of fundamental needs for people and the planet for generations to come. Our more than 200 years of experience in the forest products industry have taught us the importance of maintaining a continuous cycle that is both renewable and sustainable.

SUPERIOR HOLDINGS CREATE VALUE TODAY AND TOMORROW
In the United States, we are responsible stewards of the more than 1.5 million acres of productive forest land we own and manage. Our forests span across the Pacific Northwest, Northern and Eastern U.S. In Canada, we strategically manage millions more acres of publicly owned land and long-term forest tenures.

Our competitive advantage is rooted in our scale, superior real estate and geographic diversity. For example:

- An unequaled portfolio of timber land that can't be replicated
- Large-scale, diversified harvests
- Best-in-class timber and wildlife expertise
- Strategic location in the premier North American research corridor for forestry genetics and forest ecology
- Unique access to domestic and export markets, with strong customer relationships and proven export actions
- Robust focus on 6% improvement through sustainable excellence

WE ARE THE LARGEST PRIVATE LANDOWNER IN NORTHERN IDAHO

11 MILLION ACRES OWNED IN THE U.S.

14 MILLION TREES PLANTED IN IDAHO

MORE THAN A CENTURY OF EXPERTISE
It takes many years – and a lot of patience – to grow a tree. Typically, trees grow in groups before a succession of stands allows the full return on investment. In those phases, our foresters are planning, nurturing and growing. In the long run, large-scale renewal and quality growth can only happen with time and patience. It helps to maximize the value we get from each acre of land. Humberto, our chief investment officer, or your local Weyerhaeuser representative can help you understand how.

SUSTAINABLE FOREST MANAGEMENT
We manage our forests to perpetually minimize the value of each acre and produce a sustainable supply of wood fiber for our customers and society. At the same time, we are a leading steward of biodiversity, recreation, wildlife habitat, water quality, and other ecosystem services that the forest provides.

By using traditional techniques of selection and cross-pollination, we develop seedlings that possess superior growth, quality and survival characteristics.

Our planting and silvicultural practices, which means that every cutover — the preparation of the lands to be replanted after timber harvesting — is properly matched to its unique soil and climate conditions.

WE PLANT ONLY 2% OF OUR FORESTS EACH YEAR

WE HAVE 150 MILLION TREES BACK IN THE SOIL

ECOSYSTEM SERVICES
In addition to producing a valuable and renewable resource, our working forests provide numerous other benefits to our neighboring communities and society. All of this takes place in a forest — the plants, animals, insects and fungi — that interact with each other and with the soil, water, and air, and that form a healthy and biologically diverse forest ecosystem. Forests also provide important ecosystem services, such as drinking water, clean air, soil and carbon sequestration, as well as other cultural services, such as hiking and fishing.

We recognize that many ecosystems are interdependent and as a sustainable forest manager, must operate in synergy. While we are more than 100 avenues of research and development, we believe there is a future market for these alternative landowners and industries, in the form of carbon sequestration. Our unique approach to our forest's carbon value, as a result of these efforts, we have created a direct linkage between the land and the services provided by forest ecosystems. We have created a common ground between our services, carbon offsets, and the services provided by our forests. We have been able to achieve our goal of 6% improvement through sustainable excellence.

100% OF OUR TIMBERLANDS ARE CERTIFIED

110 MILLION TREES PLANTED EVERY YEAR

NATIONAL FOREST LANDS

WE PLANT ONLY 2% OF OUR FORESTS EACH YEAR

WE HAVE 150 MILLION TREES BACK IN THE SOIL

Ecosystem services

WE PLANT ONLY 2% OF OUR FORESTS EACH YEAR

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Ecosystem services

WE PLANT ONLY 2% OF OUR FORESTS EACH YEAR

WE HAVE 150 MILLION TREES BACK IN THE SOIL

Ecosystem services
FOREST MANAGEMENT

Our Weyerhaeusersomeone to the west of Seattle were historically dominated by Douglas-fir, the primary species we plant and harvest today. We also grow and harvest several other conifer species, including Sitka spruce, pines, and redwood. We have a rigorous system of silviculture, land and site selection, and management tailored to our specific areas of harvest. This involves assessing the potential yield and productivity of each site, as well as the site's environmental characteristics. Our Forest Management Team and Environmental Stewardship teams work together to ensure the best possible outcome for our forests and the communities that depend on them.

ENVIRONMENTAL STEWARDSHIP

In addition to our sustainability efforts, we are committed to protecting the environment. Our efforts are focused on conservation, reforestation, and research. We are active members of the American Forest & Paper Association and the Sustainable Forestry Initiative, which are organizations dedicated to promoting sustainable forest management practices.

In our Weyerhaeuser West management areas, we are committed to protecting the environment. We believe that by protecting our forests, we can ensure a sustainable future for our communities and the planet.

Envisioning the protection of the forests through sustainable management

Research shows red trees value forest in young, managed forests

Evaluating the impact of red trees management on multiple species groups

In addition to our ongoing research and conservation projects, we participate in a number of other forest conservation projects. These projects help us to further our commitment to sustainability and to ensure that our forests remain healthy and productive for future generations.

How to Do the Right Thing

Send a Feedback about our Forests in the Western U.S.
In 1990, we purchased our first southeastern timberlands in Mississippi and Alabama. Today, we own almost 7 million acres of timberlands across 11 southeastern states from Florida to Texas. These timberlands grow on a wide variety of soils, from the rich organic soils of western North Carolina to the sandy soils of the Ouachita Mountains in Arkansas and Alabama, and cover diverse landscapes, ranging from low and broad flatwoods, hills and bottomlands, to deep hillside and mountainous. At our core, this variation, these southern forests benefit from long growing seasons and mild climate, making their high yields productive.

By incorporating decades of research and operational experience, we sustainably grow and harvest timber while conserving important environmental attributes of these ecosystems. Throughout our southern ownership, we work to maintain or enhance diverse wildlife habitat conditions and provide a home for terrestrial and aquatic biodiversity, including a large number of threatened and state protected species and species of concern. Through the application of best management practices and implementation of forest certification standards, we protect water quality in streams, from small intermittent channels to large rivers, as well as wetlands, lakes and reservoirs. Much of our ownership is large, contiguous blocks, which provide important wildlife habitat and water quality protection in an increasingly fragmented landscape.

FOREST MANAGEMENT

In the southeastern United States, most forests were logged and converted to agricultural uses in the 1880s and 1890s. In the mid-1900s, an emerging conservation ethic and an increasing demand for timber products created conditions for many agricultural lands to be reforested. Much of the land we own in the southeastern U.S. was former agricultural land that reforested to forest.

We emphasize wood growth and value by practicing intensive forest management on most of our ownership in this region. Our even-aged, managed pine stands are generally harvested when they reach 25 to 30 years in age, followed by the preparation methods tailored to ensure a successful regeneration of each species harvested. We start our pine seedling is mostly hand-sorted and grafted, and, once these trees are between 3 and 5 years old, we thin the stands to reduce competition among the remaining trees and accelerate their growth into quality sawtimber. The result is a continuous cycle of sustainable forest management.

ENVIRONMENTAL STEWARDSHIP

As we work to maintain healthy forest productivity, we carefully follow sustainable forest management practices that ensure the protection of environmental quality and conservation of water, soil and wildlife resources. Our environmental management includes resources to protect aquatic ecosystems and provide habitat for threatened, endangered or sensitive species, such as the Louisiana alligator, and Willa's skimmer bat. Our southern forests also provide habitat for bird species that rely on young forests, such as prairie warblers; aquatic-dependent species such as spotted turtles and such species that require a variety of habitat types, such as bats.

Our primary conservation resource to protect aquatic habitats in our forests is the establishment of buffers along water bodies. Trees related in buffers are either never harvested or selectively harvested to achieve Site-specific conservation objectives.

Across 1 million acres, there are countless examples of unique and critical habitat being protected or improved by our practices. In North Carolina, for example, we’ve protected more than 500 acres of our land across eight counties that contain remnants of the original, old-growth Atlantic coastal forest, an extremely rare forest type today. In modern landscapes. The North Carolina Coastal Land Trust and The Nature Conservancy both maintain the remnants that preserve their development on these tracts. Additionally, we’ve donated assets and conserve additional land throughout the North Carolina coastal heritage region, including our Cool Springs Environmental Education Center, which hosts more than 2,500 students a year.

RESEARCH AND PARTNERSHIPS

To manage forest sustainably, we continue to learn more about upland and riparian ecosystems and how activities affect them. We partner with other organizations to fill knowledge gaps and ensure that our practices are consistent with the best available science. We are engaged in many research projects in our southern forests. Recent research includes long-term sampling to evaluate stream water and habitat conditions for muskellunge, identifying riparian and groundwater characteristics that support healthy breeding crayfish communities, and landscape-scale occupancy and abundance of snakes in Arkansas.

Lending a hand to mussel research in Alabama

We are supporting mussel research by the Spayce River that consists of long-term sampling to evaluate stream water and habitat conditions and assess sites with mussel presence and population productivity. Previous surveys have shown that properly managed forests are compatible with mussel diversity, and this work is identifying specific habitat needs, as well as the location of diversity communities.

Examining the endangered burrowing crayfish

We are participating in studies to learn more about burrowing crayfish, which are endangered. This work is identifying riparian and groundwater characteristics that support healthy breeding crayfish communities. A recent field collection on a Weyerhaeuser site found a critical useful, only known to occur in one other place.

Proving the efficacy of riparian buffers in Arkansas

To understand the contribution of our managed landscapes to biodiversity, we examined amphibian and reptile occupancy in riparian buffers on more than 100 stands in Arkansas. We documented 32 species of amphibians and reptiles in riparian buffers, including several species of conservation concern, indicating that maintaining trees along small streams can support diverse communities of salamanders, frogs, toads, turtles, snakes and lizards.

We conduct our own research and also collaborate with and support outside scientists from universities and agencies across many disciplines. We provide financial support and she access for important ecological research and help with data collection and logistics, when appropriate. We communicate findings with our foresters and operational teams to ensure everyone understands the importance of high-quality implementation of best management practices.

Send us feedback about our forests in the southern U.S.
We own approximately 1.2 million acres in Maine, New Hampshire, Vermont, West Virginia and Wisconsin. The climate in this region varies; Summers are generally mild, while the most northern states experience deep winter snows.

The geology of the region is dictated by glacial advances 25,000 years ago. Sheets of ice, thousands of feet thick, covered the highest mountains, and rock debris in the base of the glacier scraped the bedrock as it moved. As the glaciers retreated, depressions left in the Earth’s crust were flooded by the sea, creating major river valleys like the Kennebec and Androscoggin in Maine.

**FOREST MANAGEMENT**

Our forests in this region are extremely diverse, supporting temperate broadleaf hardwoods and mixed conifer species, including American beech, balsam fir, birch, oaks, cherry, hemlock, maple, pine, spruce, and white pine. Regeneration after harvesting is abundant and predominantly natural, meaning we rely on the native seeds for reforestation, and we supplement with direct planting of seedlings where appropriate. We primarily use mechanized harvesting techniques and machinery, such as cut-to-length and full bunchers, but also rely on hand crews where needed.

**ENVIRONMENTAL STEWARDSHIP**

Our environmental stewardship in these northern forests is shaped by responsible forest management, the geography of our ownership, and past land management practices. Our forest management plans address biodiversity in line with state and federal environmental laws, collaborative projects with a variety of stakeholders, and practices that support sustainable forestry.

We create a diverse stand structure while conserving special habitat features such as snags (standing dead trees), down wood (dead trees on the ground) and legacy trees (large-diameter live trees). Streamside management zones protect water resources and riparian areas and address federal- and state-listed or globally imperiled species and natural plant communities.

Special management areas, such as more than 360,000 acres protected under conservation easements in Maine and more than 86,000 acres in Vermont, provide additional conservation and public value for biodiversity, recreation and natural aesthetics. These areas also provide habitat for important game species such as white-tailed deer, moose, ruffed grouse, and American woodcock. Other key habitats protected in our forests are vernal pools, which support many species of amphibians, and our young-regenerating coniferous forests provide winter habitat for the snowshoe hare, which is prey for the federally threatened Canada lynx.

**RESEARCH AND PARTNERSHIPS**

To sustainably manage our forests, it is important we continue to learn about how our activities affect both the forest ecosystem and surrounding communities. We collaborate frequently with private conservation organizations, universities, and state and federal wildlife agencies on research and monitoring projects that help ensure our practices are consistent with the best available science.

Three of our recent projects involve a winter deer habitat agreement, creating enhanced habitat for brook trout, and research on the Bicknell’s thrush.

- **Protecting shelter for white-tailed deer**
  We signed a Winter Deer Habitat Agreement with the Maine Department of Inland Fisheries and Wildlife to protect and manage conifer stands that shelter herds of white-tailed deer.

- **Teaming up to enhance brook trout habitat**
  We teamed with the West Virginia Conservation Agency, Maine Forest Service and Trout Unlimited in Vermont to enhance habitat for eastern brook trout by increasing in-stream structures and development of pools.

- **Researching the Bicknell’s thrush**
  We are gaining new knowledge on Bicknell’s thrush ecology through our work with the University of Maine, Vermont Center for Ecosystems, U.S. Fish and Wildlife Service, and Maine Department of Inland Fisheries and Wildlife.

*Send us feedback about our forests in the Northern U.S.*
FOREST MANAGEMENT

We recognize that owning and managing a forest is a responsibility. The forest is an asset that requires care and attention to ensure it is used wisely and sustainably. This includes managing the forest for its natural resources, economic benefits, and environmental values. Our forest management plans are designed to ensure the continued use of the forest for future generations.

Our forest management practices include:

1. **Forest Health and Nutrition**: We monitor forest health and nutrition to ensure that the forest is healthy and sustainable. This includes managing the forest for biodiversity and ecosystem services.
2. **Sustainable Harvesting**: We harvest timber in a sustainable manner, ensuring that the forest is not depleted and that future generations can continue to benefit from its resources.
3. **Conservation and Protection**: We protect sensitive areas and wildlife habitats, ensuring that they are not disturbed or damaged.
4. **Reforestation and Planting**: We plant new trees to replace those that are harvested, ensuring that the forest is continuously regrowing.
5. **Forest Fire Management**: We manage forest fires to prevent them from becoming uncontrollable and to protect the forest and its resources.

We are committed to managing our forests in a way that is consistent with our values and the values of our stakeholders. We strive to be good stewards of the forest and to ensure that it is used in a responsible and sustainable manner.

ENVIRONMENTAL STewardship

At Weyerhaeuser, we believe that environmental stewardship is a core value that is integral to our business. We are committed to protecting the environment and reducing our impact on the natural world. Our environmental stewardship initiatives include:

1. **Water Management**: We manage our water use and waste to minimize our impact on the environment. We use water efficiently and recycle whenever possible.
2. **Air Quality**: We reduce our emissions of air pollutants to protect the health of the environment and the communities in which we operate.
3. **Waste Reduction**: We strive to reduce our waste and increase our recycling efforts to minimize our impact on landfills and the environment.
4. **Biodiversity**: We protect and enhance biodiversity in our operations, ensuring that the forest is healthy and sustainable.
5. **Climate Change Mitigation**: We reduce our greenhouse gas emissions to mitigate the impact of climate change.

Our commitment to environmental stewardship is reflected in our actions and policies, and we strive to be leaders in the industry.

INDIGENOUS COMMUNITIES

At Weyerhaeuser, we recognize the importance of respecting the rights and cultures of indigenous communities. We are committed to engaging in meaningful and respectful relationships with indigenous peoples to ensure that their voices are heard and their needs are met.

Our engagement with indigenous communities includes:

1. **Consultation and Collaboration**: We consult with indigenous communities on our operations to ensure that their interests are protected and that they are included in decision-making processes.
2. **Land Use Planning**: We work with indigenous communities to ensure that land use planning is respectful and considerate of their needs and interests.
3. **Economic Development**: We collaborate with indigenous communities to support economic development initiatives and create opportunities for their members.
4. **Employment and Training**: We provide employment and training opportunities for indigenous peoples to ensure that they have the skills and knowledge needed to succeed in our operations.

Our commitment to indigenous communities is a reflection of our values and our commitment to being a responsible and respectful business partner.

F R O M  W E Y E R H A E U S E R  
Weyerhaeuser is a leading global forest products company. We are committed to managing our forests in a way that is consistent with our values and the values of our stakeholders. We strive to be good stewards of the forest and to ensure that it is used in a responsible and sustainable manner.

RESEARCH AND PARTNERSHIPS

At Weyerhaeuser, we are committed to innovation and the pursuit of knowledge. We are involved in a range of research and development projects to advance our understanding of forestry and to develop new and innovative products and processes.

Our research and development initiatives include:

1. **Forest Science Research**: We conduct research to advance our understanding of forest ecosystems and to develop new and innovative forest management practices.
2. **Product Development**: We work with partners to develop new and innovative products and processes that meet the needs of our customers.
3. **Sustainable Forestry**: We conduct research to develop sustainable forest management practices that are environmentally responsible and economically viable.
4. **Technology Development**: We develop new technologies to improve our efficiency and reduce our impact on the environment.

Our commitment to research and development is a reflection of our commitment to being a leader in the industry.

We hope this information has been useful to you. If you have any questions or concerns, please feel free to contact us.

[Contact Information]

Thank you for your interest in Weyerhaeuser.
BUILDING GREEN WITH WOOD

Wood is the ultimate green building material. It can be produced on an endlessly renewable cycle that both protects the environment and sustains rural communities. Its production consumes less energy, emits fewer greenhouse gases, releases fewer pollutants, stores more carbon, and generates less water pollution compared with other building materials such as steel and concrete. It’s also safe, durable and beautiful. What's not to love about it?

WOOD IS A NATURAL, RENEWABLE RESOURCE

Wood grows naturally and is a renewable product of sustainably managed working forests. After we harvest our trees and make them into a multitude of different wood products, we replant the forest and start the cycle over again.

We harvest only 2 percent of our land base each year, which means 98 percent of our forests are always growing and providing numerous benefits to society and the planet, including wildlife habitat, recreation opportunities and a variety of important ecosystem services. We plant about 150 million seedlings each year on our harvested sites — that's more than 400,000 per day, more than 17,000 per hour and about five per second.

WOOD PRODUCTS STORE CARBON

As trees grow, they absorb carbon dioxide from the air and store the carbon in their trunks, limbs, roots and leaves. When we harvest trees at their peak of growth and turn them into wood products, such as lumber, we lock that carbon into the product, and then replant new trees to store more carbon. It’s an ever-increasing equation.

The solid and engineered wood products we made in 2019 alone will keep more than the equivalent of 9 million metric tons of carbon dioxide out of the atmosphere for at least 100 years. That is equal to the amount of emissions from the energy used in 1 million homes in one year (based on the U.S. Environmental Protection Agency's Greenhouse Gas Equivalencies Calculator).

WOOD PRODUCTS ARE LOWER IN EMBODIED ENERGY

Trees grow by harnessing the energy of the sun. Independent life cycle assessments substantiate the low energy intensity of wood products compared with the energy-intensive processes required to mine and manufacture other building materials. Wood buildings also tend to last longer than buildings made of concrete and steel, which keeps materials out of landfills and uses fewer resources over time.

Researchers have found that buildings made primarily out of wood have lower embodied energy — a measure of all the energy required to make a product — compared to steel and concrete. In particular, separate studies published in Energy and Buildings and the Journal of Forestry, as well as findings from the Consortium for Research on Renewable Industrial Materials, have determined that houses constructed with wood have anywhere between 27 to 56 percent lower embodied energy than those made of steel, and anywhere between 36 to 59 percent lower embodied energy than those made of concrete.
Our wood products help you meet important sustainable building objectives, including being eligible for credits under major green building standards, such as LEED®, Green Globes® and the National Green Building Standard®. To help you understand which of our products fit into the many different green-building programs, we publish a summary report and issue regular updates on our products or the programs change. We also offer software and support services to help you meet the requirements of these standards and build buildings more efficiently.

View our ICC-Evaluation Service Verification of Attributes Report to find out where our wood products fit into numerous green-building programs.

Learn about terms and tips for environmentally responsible building in our Green Simplified brochure.

USING OUR PRODUCTS FOR LEED POINTS

All our wood products can help projects achieve LEED designation for your buildings. Through LEED’s alternate compliance path, products with SFI® fiber-sourcing certification count as legal, responsible and, with SFI chain-of-custody certification, as certified. Find more information, including helpful training modules and resources, on the Sustainable Forestry Initiative’s website.

PROVIDING CERTIFIED PRODUCTS FOR GREEN HOMES

We were the first product line to receive a “green” designation from Home Innovation Research Labs. Today, many of our wood product and software solutions are Green Certified Products under the National Green Building Standard.

REDUCING WASTE AND SAVING TIME ON BUILDING SITES

Our innovative construction techniques, such as HeartPhase™ Site Solutions, can reduce job-site waste and construction time by optimizing design, material cuts and assembly. Builders using HeartPhase can also receive credits under major green-building standards, including the National Green Building Standard and LEED for Homes.

ENVIRONMENTAL PRODUCT DECLARATIONS

We partner with our forest sector peers in the United States and Canada to create industrywide environmental product declarations for six wood products we manufacture: softwood lumber, softwood plywood, oriented strand board, glue-laminated timbers, laminated strand lumber, and medium density fiberboard.

These EPDs are third-party verified by U.S. Environmental, a business unit of Underwriters Laboratories, and are based on life-cycle assessment results from data gathered from our sector partners, starting with raw material extraction and going all the way through the manufacturing process. UL verifies that the EPDs conform to the requirements of ISO 14025, the global standard governing EPDs.

Sustainable forest management certification and responsible fiber-sourcing certifications can complement the information in these EPDs by addressing parameters not covered in a life-cycle assessment, such as biodiversity conservation, protection of wildlife habitat, and soil and water quality.
We source 40 percent of the wood used to make our products from our own Sustainable Forestry Initiative® certified forests, 30 percent from other certified landowners, and 30 percent from noncertified landowners — typically small, family-owned forests. Whether the wood comes from a certified forest or not, it is important that all the wood used to make our products comes from legal, noncontroversial and responsible sources.

LEGAL AND NONCONTROVERSIAL

It is our long-standing policy and practice to ensure we, and all our wood suppliers, comply with all laws, and that our procurement practices do not cause or encourage the harvesting of wood from controversial sources. We conduct risk assessments of our wood supply area, track our sources of wood, and operate a due diligence system to maintain compliance with domestic and international laws and avoid sourcing wood from controversial sources. We are also guided by our own Wood Procurement Policy and our associated Sustainable Forestry Policy.

RESPONSIBLE

While avoiding illegal and controversial sources of wood is important, it is just a first step. That is why we certify all our wood products to the SFI Fiber Sourcing Standard, which helps us expand the practice of responsible forestry to noncertified forests.

We monitor for patterns and trends related to how practices are being implemented in our wood supply area and actively promote the practices of sustainable forestry through outreach and education to landowners, loggers and communities. Some of the steps we take, such as requiring our suppliers to follow best management practices to protect water quality and use trained loggers in harvesting, help us verify that all the wood in our products is from responsible, legal and noncontroversial sources. We communicate this assurance to our customers by using the “SFI Certified Sourcing” label on our products, and we encourage you to look for this label the next time you are buying a wood product.

SUSTAINABLE AND TRACEABLE

Most of our wood comes from North American forests that are certified through third-party auditing to recognized forest management standards, such as SFI or the American Tree Farm System. We also promote the certification of family forest owners to ATFS by providing a purchasing preference for ATFS-certified wood.

We hold Chain-of-Custody certification under the SFI and Programme for the Endorsement of Forest Certification (PEFC) standards at select mills. These programs allow us to provide customers with a verified claim that the wood products they buy from us come from certified, sustainably managed forests. Chain-of-custody is an accounting system that tracks wood fiber from a certified forest through the different stages of production to a customer’s own chain-of-custody program. This process ensures true traceability from forest to product.

Learn more about the SFI, ATFS and PEFC certification programs and view our certificates.
PRODUCT STEWARDSHIP & SAFETY DATA SHEETS

Weyerhaeuser makes products made from trees, one of nature’s most remarkable and renewable resources. In turn, it is our responsibility to ensure our products are safe and beneficial for the people who make and use our products, the environment, and the communities in which we do business. We do this by relying on the best scientific data available to support our product development and manufacturing processes, and by ensuring that our products are safe, high quality, and meet or exceed regulatory requirements. We remain committed to improving our products and manufacturing processes to meet or exceed expected regulatory requirements.

Our chemical management program seeks to limit and restrict the use of certain chemicals, in cooperation with the National Institute of Standards and Technology (NIST) through the Chemical Management Improvement Program (CMIP) Project. We are committed to using the best available science to identify and evaluate the potential risks associated with our products. We have a variety of programs in place to help us manage and control the use of chemicals in our facilities. To help us meet our goal of continuous improvement, we have a number of safety, environmental, and quality management programs. We have a number of safety, environmental, and quality management programs.

For more information on our products and manufacturing processes, please contact us.

Thank you for your interest in our products.
Pride in our care, but always never sure— that’s why safe is an essential value at Weyerhaeuser. For us, that means safety is a constant guide for how we make decisions, a measure of which we’re doing it— completing a daily task, launching a new project, solving a challenging problem. Before we begin, we always ask: “How do we do this safely?” It also ensures that we make sure how a warranty on a financial or operational growth bold may be, we never compromise safety in a way that is safe. Safety comes first in everything we do.

This policy is recorded in belief that all safety incidents are preventable, and that working injury-free is possible. Because the work we do can be risky, all our facilities and operations are poised to prevent hazards and mitigate risk, learn from incidents when they do occur, and inspire our people to always make the safe choice— every job, every time.

OUR SAFETY VISION

Everyone who joins our operations, our safety vision is the same on who shares this vision and believes, and is committed to doing so responsibly and accountability.

We view a sense of purpose tools to manage safety effectively, with a focus on managing our highest risks.

HOW WE MANAGE SAFETY

To ensure our safety system is consistent and effective, we equip leaders and employees with a safety toolbox that includes:

- Our safety vision
- A personal safety pledge document
- Our component safety matrix
- Our templates for annual risk-based safety plans
- Our Weyerhaeuser developed risk assessment tool
- Our Health and Safety Policy and safety standards
- Our processes for assessing regulatory compliance and driving continuous improvement of our safety management system
- Our standard process for reporting and investigating incidents
- Our our incident investigation tool
- Gravity tooling for all employees

We also understand that a preventable injury, we must learn from our safety incidents and near misses. We ensure that all incidents are reported, recorded, and investigated according to defined processes. Based on the type and severity of the incident, the cause must be identified, and action taken to prevent recurrence.

HOW WE MEASURE SAFETY

For many years, we’ve focused on tracking our recordable incident rate, and we’ve grown to feel it’s important and demonstrated industry leading performance among the best. But even in such a high, some of the lessons we’ve experienced— we can learn from. For us, that’s the lesson.

To take our safety performance to the next level, we’ve designed to focus on tracking all recordable incidents and intensified our focus on eliminating the most serious injuries to our employees. Every year, we evaluate and implement risk-based safety plans to all our operations, with it’s important to monitor safety trends, such as incident identification and action. We also share the results of any reviews and periodically serious injuries we experienced so we can better learn from the incidents and keep our team’s risks as low as possible for all employees.

Of course, our goal is to operate injury-free. We know that’s possible because most of our facilities already operate injury-free, and we set the goal of reducing serious injuries by 20 percent from the previous year, and the severity of those injuries was down 50 percent. This is total performance, not just employees but also our suppliers’ workers, too. Because injury-free is our goal, too. That’s unacceptable to us, and we remain vigilant about all the improvement and our operations are injury-free.

CONTRACTOR SAFETY

The nature of our business requires that we often contract to complete various types of work.

We have long required the companies we work with to have effective contractor safety programs in place. We take a collaborative, value-based approach, guided by our safety values, and with respect to managing permit-based businesses, managing high-risk areas, and ensuring appropriate oversight of contractor safety programs. Our approach includes:

- Risk-based safety plans developed by the contractor site for recognizing and mitigating various hazards.
- Pooled leadership skills where our leaders (contractors) are able to observe their crews in action. They talk about shared values, strengths and opportunities for improvement.

In 2019, the number of serious contractor injuries decreased 40 percent compared to the previous year, and we look forward to seeing continued improvements in our contractor safety performance.
Read our Message to Employees (after the Board of Directors)

Dear Weyerhaeuser Employee,

As we approach the end of the year, we would like to reflect on the challenges and successes of 2022. We are grateful for the resilience and dedication of our employees, who have continued to work hard amidst the ongoing pandemic and other external challenges. We appreciate the efforts of our employees in maintaining the company's momentum and ensuring our continued success.

The Emerging Trends in the Forest Products Industry

The forest products industry is undergoing significant changes driven by technology, sustainability, and market demand. Here are some of the key trends that we expect to see in the coming year:

1. **Digital Transformation**: The adoption of digital technologies is growing rapidly in the forest products industry. From the use of sensors in the field to advanced analytics in the back office, digital solutions are driving efficiency and innovation.

2. **Sustainability Focus**: There is a growing emphasis on sustainability across the industry. This includes the use of sustainable forest management practices, the development of renewable materials, and the reduction of carbon footprints.

3. **Regulatory Changes**: The industry is dealing with a number of regulatory changes, including the implementation of new environmental standards and the impact of trade policies on market access.

4. **Supply Chain Integration**: Companies are increasingly looking to integrate their supply chains to improve efficiency and reduce costs. This includes closer collaboration with suppliers and customers.

5. **Innovation in Products**: New products and innovations are driving growth in the industry. This includes the development of new materials, such as bio-based composites, and the exploration of new markets for forest products.

We are confident that our employees will continue to be at the forefront of these changes, driving innovation and ensuring the company's success in the years to come.

Sincerely,

[Signature]

Weyerhaeuser CEO

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**OUR COMMITMENT TO ACTION**

This is how our inclusive culture has evolved at Weyerhaeuser. We’ve taken actions, and we will continue to do so.

**Equitable Practices and Policies**

- **Inclusive and Diverse Workforce**: We value and celebrate diversity in all our activities and are committed to creating a workplace that is inclusive and equitable for all.

- **Fair and Equitable Compensation**: We ensure that our compensation policies are fair and equitable, and that all employees are paid fairly and consistently.

- **Training and Development**: We provide training and development opportunities that are inclusive and equitable, and that support the growth and development of all employees.

- **Accessibility**: We ensure that our workplace is accessible to all employees, including those with disabilities.

- **Healthy and Safe Working Conditions**: We ensure that all employees have access to healthy and safe working conditions, and that we are committed to preventing workplace accidents and injuries.

**Affirmative Action**

- **Affirmative Action Plans**: We have affirmative action plans in place to ensure that our workforce is diverse and inclusive.

- **EEOC Compliance**: We are committed to complying with all relevant federal, state, and local laws and regulations regarding equal employment opportunity.

**Affiliation and Connection**

- **Employee Resource Groups**: We have employee resource groups in place to support and promote diversity and inclusion initiatives.

**Sustainability**

- **Environmental Stewardship**: We are committed to protecting the environment and reducing our carbon footprint.

**Investor Information**

- **Stock Information**: We provide detailed information about our stock and financial performance.

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**Our Values**

- **Respect**: We respect the diversity of our employees and customers, and we treat everyone with respect and dignity.

- **Responsibility**: We are responsible to our stakeholders, including our employees, customers, and the communities in which we operate.

- **Excellence**: We strive for excellence in everything we do.

- **Innovation**: We are committed to innovation and continuous improvement.

- **Community**: We are committed to giving back to our communities and supporting the local economies in which we operate.

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**Contact Us**

For more information on Weyerhaeuser, please visit our website at [www.weyerhaeuser.com](http://www.weyerhaeuser.com).

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**Weyerhaeuser Company at AllConditions.**

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The success of any organization depends on the success of its people. We are no less strong about this than we placed “people development” as a persistent spot on our company values. When you join our team, your growth and development will thrive right away and continue throughout your career.

We believe in the 360-degree approach to professional growth. This model is built on the knowledge that at least 30 percent of your development occurs on the job through direct experience and skill building. Another 30 percent comes from focused relationship building among projects, processes and perspective outside your normal expertise. The final 40 percent should be focused on targeted training courses and development programs that help you achieve your own specific career goals.

Here is a snapshot of the actions our leaders take to accelerate their growth and development:

- Set challenging “stretch” goals during your annual performance reviews.
- Create individual development plans to align strengths and self-gaps.
- Participate in our leadership development programs.
- Recognize and reward our outstanding employees.
- Provide training and recognition programs.
- Encourage your team to take projects outside their comfort zones and stretch their career potential.
- Accept assignments and roles in different businesses, teams and/or locations.
- Apply for all of our Professional Development Programs.

Every year, we measure the success of our people development approach by monitoring our internal pipelines, tracking recruitment and retention data, and soliciting both internal and external feedback from employees in our organization. Our comprehensive survey, we received an overall satisfaction score of 85 percent. In the people development categories, and overall engagement score of 87 percent.

ANNUAL GOAL-SETTING & ONGOING COACHING

Each year, employees set goals to achieve performance targets and this ongoing improvement in how we do business. Some of our primary focus areas for 2015 are cost reduction, operational excellence, innovation, customer satisfaction, people development and sustainability. All employees are encouraged to set what we call “stretch” goals, which means identifying targets that are challenging but realistic, and that push each of us to do more than we did the year before.

We conduct formal performance reviews twice a year, and we encourage ongoing coaching conversations all year long between employees and their supervisors. We also use this time to review our employees’ goal-setting and feedback goals for the upcoming year.

INDIVIDUAL DEVELOPMENT PLANNING

We also focus on building the next generation of leaders through our comprehensive leadership development program. Using our Individual Development Planning process, employees identify their career aspirations, strengths and areas that need improvement. This process is greatly helped by gathering feedback about what skills, competencies and qualifications will help each employee be more successful in their current role and more competitive for future roles. Our employees also identify their strengths, weaknesses, personal goals and how they will measure success.

LEADERSHIP DEVELOPMENT PROGRAM

We are focused on building a strong pipeline of leaders so we always have a reserve of employees who are able to take on and apply their skills in order to train and deliver extra career opportunities. We have established a robust leadership development program that we expect all our leaders, old and new, to acquire.

We also place a strong emphasis on leadership development programs that are focused on building the next generation of leaders. We encourage our employees to participate in these programs and, wherever possible, complete at least one of these development courses over the next five years.

MENTORING

Mentoring programs are a powerful tool for the development of employees. Our mentoring program is designed to provide employees with a valuable learning opportunity. We encourage employees to seek out a mentor or coach who can help them reach their goals and objectives.

PEOPLE MOVEMENT

We believe in the power of teamwork and the value of diversity at Weyerhaeuser. We encourage our employees to take on challenging projects that may not be directly related to their current job responsibilities. We also provide career development opportunities to employees who demonstrate their desire to grow.

PROFESSIONAL DEVELOPMENT PROGRAM

Every year, we develop a comprehensive professional development plan for each employee. These plans include goals and objectives for each employee and are shared with their respective manager and the human resources department. This helps the employee to develop and achieve their professional goals.

MEASURING OUR SUCCESS

Here are a few key indicators we use to measure the success of our people development approach:

- Talent Retention: We track how many employees we have retained as a result of our development programs.
- Retention: We track how many employees leave our organization and the reasons why.
- Customer Satisfaction: We measure our customer satisfaction using surveys and feedback programs.
- Engagement: We measure employee engagement using surveys to identify areas for improvement.
INTEGRITY  We do the right thing

Strong ethics are deeply rooted in our culture at Weyerhaeuser, and for 128 years we’ve earned a reputation for conducting business honestly, fairly and with integrity. In 2010, we celebrated our 128th year as one of the World’s Most Ethical Companies® by Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices. This honor acknowledges our strong culture of integrity and compliance at every level of the company.

Our Ethics and Business Conduct program includes our long-established Code of Ethics, regular employee ethics training, confidential resources to report ethics concerns or questions, and close expectations for suppliers.

WE REGULARLY REVIEW AND REVISE OUR CODE OF ETHICS
First established in 1970 and now in its 10th edition, our Code of Ethics clearly outlines our expectations for ethical and critical business conduct within Weyerhaeuser. 10 translations to multiple languages, our Code of Ethics is a resource for employees on ethical decision-making and provides guidance on topics such as conflicts of interest, antibribery and competition laws, international business conduct, preventing harassment and discrimination, human rights, health and safety, and much more.

WE CONDUCT REGULAR ETHICS TRAINING
We provide comprehensive ethics training to all employees on a regular basis, and we also ensure a certificate of compliance is completed by employees in varying roles. In 2016, we updated our ethics and compliance training modules and refined our enterprise risk assessment.

WE ENCOURAGE PEOPLE TO REPORT ETHICAL CONCERNS
To report concerns or to discuss questions about potential violations of our Code of Ethics, company policies or the law, anyone can confidentially and anonymously toll our EthicsLine at 800-716-3488 or use Weyerhaeuser EthicsOnline. These resources are managed by an independent company and are available in multiple languages 24 hours a day, seven days a week. The resulting confidential case reports are quickly referred to our Ethics and Business Conduct office. Concerns about accounting, audit matters or internal controls can also be submitted directly to the chair of our board of directors’ Audit Committee by contacting our corporate secretary.

WE VOTE OUR SUPPLIERS TO BE ETHICAL
We use a variety of processes to ensure both our company and our supply chains are responsibly managed.

Safety is first
We expect our suppliers to provide a safe work environment, comply with and maintain policies consistent with our applicable environmental, health and safety laws, and act in accordance with our Supplier Code of Ethics while working for us.

Our standard terms of purchase supply agreements require suppliers to comply with all applicable laws, including safety, labor and employment laws.

Performance and diversity
We establish robust supply chain contracts for our products and work to enhance their performance. We also recognize that talent and innovation can be found everywhere in our communities and seek diversity among our suppliers.

Risk and value
To mitigate risk and create the best possible value, our procurement programs are committed to reducing cost, enhancing supply chain resilience, and selecting suppliers that are aligned with our needs and values. We also consider other factors, such as administrative costs, ongoing technical support and maintenance, and risks of law and alternatives.

Human rights
Our Human Rights Policy is guided by the United Nations’ Universal Declaration of Human Rights and is part of our Code of Ethics. Although we do not have major operations in countries or locations where we believe human rights are being violated, we are at risk; we have implemented policies and programs to ensure these rights are protected. Our human rights program is periodically reviewed against the Human Rights Framework to identify any areas of improvement, and we report any major concerns to our board of directors. The policy states our commitment to respecting human rights in our company and our supply chains.

The California Transparency in Supply Chains Act of 2010 requires retailers and manufacturers to "predictably trace their efforts to eradicate slavery and human trafficking from their direct supply chains." Since our raw materials are sourced out all our manufacturing activities, we conducted in North America, we believe the risk of slavery or human trafficking in our supply chain is very low.

Noncontroversial wood fiber
All our manufacturing facilities are certified to the Sustainable Forestry Initiative® Forest Stewardship standard, which ensures we avoid controversial sources of wood fiber. We have processes to assess the risk of fiber sourcing from countries without effective laws addressing workers’ health and safety, labor practices, Indigenous peoples rights, anti-discrimination and anti-laisssez-faire to organize. Select facilities are also certified to the FSC and FSC-Chains-of- custody standards, which require we are at risk of "environmental sourcing" for these, including countries with health and ILO labor laws.

Additional assessment of foreign suppliers
As members of the Customs Trade Partnership Against Terrorism, we conduct risk assessments of our foreign suppliers. We gather information to assess whether security vulnerabilities may create risk to our supply chain and, if needed, develop a map of the supplier’s supply chain and business partners. If needed, we work with our suppliers to develop a corrective action plan to address any gaps or vulnerabilities, and we periodically audit suppliers and action plans.

Accountability
Since a supplier’s failure to comply with the above expectations could result in termination of the supplier relationship, employees who do not comply with these expectations are subject to disciplinary action, up to and including termination of employment.
We’re deeply connected to the communities where we operate and have a long history of doing our part to help them thrive. We made our first charitable donation in 1937 and have since provided nearly $250 million in grants through our formal giving program, established in 1948. We invest resources in our communities — and society — through direct grants, volunteerism projects, strategic research and partnerships, educational opportunities and ongoing stakeholder engagement.

**We donated $5.1 million in charitable grants, in-kind donations & sponsorships in 2019.**

**Helping rural communities thrive.**

**Charitable Giving & Volunteerism Programs**

Most of our philanthropy is directed through our Weyerhaeuser Giving Fund, which makes cash contributions to community organizations through local grants and supports disaster-relief funding. In 2019, we donated a total of $11.1 million in charitable grants, in-kind donations and sponsorships to organizations throughout the United States and Canada (in-kind donations and sponsorships are funded directly from business budgets).

In addition to company donations, our employees are passionate about donating their time, money and expertise to support causes they care about. Our employees love to donate and volunteer in our communities, and we love to support their efforts in the following ways:

- **Matching Gifts:** We match eligible employee donations up to $1,000 per person per year. In 2019, our employees donated more than $120,000, and we matched those donations dollar-for-dollar. Employees can make donations via payroll deduction any time during the year, and we periodically launch internal companywide campaigns to encourage employees to participate in the program.
- **Dollars for Doers:** Our Weyerhaeuser Active Volunteer Employees Program, also known as WAVES, awards grants to organizations to which our employees volunteer their time, after meeting a threshold of volunteer hours. Individuals or teams apply for WAVES grants to support the organizations in their local communities. In 2019, our employees contributed 23,000 volunteer hours across 24 states and four provinces, and we awarded 286 WAVES grants, totaling $103,000, to the organizations where they volunteered.
- **Paid Time for Disaster Relief:** Our Disaster Relief Program provides employees up to 80 hours per year of paid time off to help a Weyerhaeuser location or community affected by a disaster. Employees volunteer with a qualified nonprofit or government agency actively working to assist the affected community. In certain cases, employees may also partner with a qualified organization outside of our communities if our company formally declares support to the rebuilding efforts.
- **Annual Recognition Awards:** Each year, we recognize four outstanding individual employees or teams with a Weyerhaeuser Volunteer of the Year Award. Recipients receive a $5,000 grant for the organization they support. Learn more about this award and nominate a Weyerhaeuser employee in your community today.

**Citizenship in our Communities**

Beyond our formal giving and volunteerism programs, we engage with and support our communities in many other ways. Many of our employees serve in leadership roles with a variety of local, regional and national organizations, and also in numerous associations related to our industry. Below is a broad overview of the other ways in which we engage, partner and participate as responsible corporate citizens:

- **Environmental Education:** We provide opportunities for hands-on engagement with our forests and operations by offering tours on our lands and by operating two learning centers: our Cool Springs Environmental Education Center in North Carolina and our Mount St. Helens Forest Learning Center in Washington. We also donate seedlings to groups in the Puget Sound region that share our high standards of environmental responsibility and our appreciation for trees as a renewable resource.
- **Research and Partnerships:** We invest in research and partner with organizations to foster scientific collaboration and improvements to our industry and practices. We are always seeking to address innovation in our sector and have a long track record of leading and supporting cooperative research in forestry, wood products and conservation.
- **Recreational Access:** We grant recreational access to our lands for people to connect with nature and enjoy all our forests have to offer, from hiking and camping to hunting, fishing and a range of other outdoor adventures and activities.
- **Political Involvement:** We encourage eligible employees to participate in the Weyerhaeuser Political Action Committee, which allows us to develop and maintain relationships with elected officials and ensure our elected leaders understand our collective public policy interests. We are ethical and transparent participants in public policy at all levels of the company.
- **Stakeholder Engagement:** We steward a vast and critical resource, and we’re committed to building strong, open and trusting relationships with the many stakeholders who care deeply about what we do. From rural community leaders and national government bodies to customers, investors, employees and many others, learn more about our approach to stakeholder engagement.
Our ability to operate successfully depends on strong, open and trusting relationships with many different stakeholders. We are committed to listening to the questions and concerns of those who care about what we do, taking action to resolve issues, and communicating transparently about how we operate. We also understand that every group requires a different frequency and type of engagement. Below is a snapshot of our approach to engaging with various stakeholders important to our business.

- **Customers:** We engage with our customers primarily through day-to-day personal contact via our sales and marketing teams, and also through regular interactions at the leadership level. We also invite customers to learn more about our company on our website, at forums and on field trips, and we provide input of their request on topics such as procurement and supplier qualification processes.

- **Suppliers:** In addition to day-to-day contact with our suppliers as we procure goods and services, we also provide resources to promote sustainable forestry practices among uncertified forest landowners who supply our mills with wood fiber. All our suppliers must comply with our [Supplier Code of Ethics](#).

- **Investors:** We engage in regular two-way discussions with our institutional shareholders, host an annual shareholder meeting and provide periodic investment presentations via webcast. Our earnings reports are webcast each quarter, and we provide detailed information about our company in our Annual Report and in the Investor section of our website.

- **Employees:** In addition to direct leadership communication and engagement with teams, our CEO and senior leaders regularly host local town hall meetings and companywide webcasts. Our internal websites and company news app provide daily news and stories, leader blogs, polls, videos and reader comment sections where employees can share opinions and observations. We also have an Internal Innovation platform where employees can share ideas for improvement, and comment, “like” and collaborate on those ideas. Annually, we measure the overall effectiveness of our internal environment via employee engagement and pulse surveys, and we develop action plans to close any gaps we find.

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

- **Indigenous Communities:** We are committed to proactively developing and maintaining positive, mutually beneficial relationships with Indigenous communities wherever we operate. The needs and perspectives of Indigenous peoples are relevant to many of our management and business decisions, including the use of public land and resources, and Weyerhaeuser works with local Indigenous communities to promote, increase and support their participation in the forest sector.

- **Operating Communities:** We engage with community leaders and members of the public in a variety of ways, including town halls and in-person meetings, as well as periodic surveys of public opinion. We have public consultation processes in Canada, including engagement with First Nations, and community advisory panels in the U.S. We host tours of our facilities and support two forestry learning centers; the Mount St. Helens Forest Learning Center in Washington, and the Cost Springs Environmental Education Center in North Carolina. We also build relationships with local media to help tell our company story and provide timely updates to community stakeholders.

- **Non-Governmental Organizations/Nonprofits:** We engage and partner with numerous NGOs to conduct research on wildfires, biodiversity and other environmental issues on our lands or in nearby communities. We also provide support for organizations that promote sustainable business practices. We participate in local, regional, national and global forums with multiple stakeholders and directly engage in public policy development. A few of the groups we work with include the American Bird Conservancy, American Forest Foundation, American Tree Farm System, Birdies Canada, Canadian Forest Service, Canadian Parks and Wilderness Society, The Carbon Leadership Forum, Ducks Unlimited, Ducks Unlimited Canada, Foothills Growth and Wild Association, Forest Climate Working Group, Forest History Society, Forest Society of Maine, NRRI Research, Green Blue’s Sustainable Packaging Coalition, National Wild Turkey Federation, Natural Resources Canada, The Nature Conservancy, NatureServe, New Hampshire Audubon, Rocky Mountain Elk Foundation, Sustainable Biomass Program’s High Conservation Value Task Group, Sustainable Forestry Initiative, Trust Unlimited, The Trust for Public Land, U.S. Green Building Council, Vermont Center for Ecostudies, Wildlife Management Institute, The Wildlife Society, WoodWorks, World Resources Institute and many more.

- **Universities and Research Organizations:** We engage with universities and governmental organizations that conduct research advancing scientific understanding of our industry. We participate in cooperative research with select universities on forestry, sustainability, and innovation topics, as well as with governmental research labs, such as forest products labs and Department of Energy research labs. We are a longtime member of the National Council for Air and Stream Improvement, Inc., the University of Washington’s Stand Management Cooperative, the Forest Productivity Cooperative, and Climate Smart Land Network, to name a few. We also support SIIT’s Joint Program on the Science and Policy of Global Change, Michigan State University’s Forest Carbon and Climate Program, the University of Maine’s Cooperative Forestry Research Unit, the University of Arkansas’ Fay Jones School of Architecture and Design, Clemson University’s Wood Utilization + Design Institute, Oregon State University’s College of Forestry, and a number of Natural Sciences and Engineering Research Council Chairs at the University of Alberta. These partnerships are strongly supported by our in-house scientists, who publish numerous peer-reviewed papers in journals and present at national and international conferences.

- **General Public:** Members of the public at large may engage with us through the numerous “Contact Us” sections of our website, which are routed to the appropriate internal experts for responses. They may also submit concerns via our EthicsLine.