



At Weyerhaeuser, sustainability is a core value. To us, being sustainable means making smart choices that meet the needs of our shareholders, customers, employees and communities today, without sacrificing our ability to meet those needs in the future.

**We've been operating this way for 116 years.  
We invite you to learn more.**



## **Governance**

- **Operating Ethically**
- **Risk Management**
- **Financial Results**
- **Public Policy**



## **Environment**

- **Forest Management**
- **Certification**
- **Environmental Footprint**
- **Product Stewardship**
- **Safety Data Sheets**



## Employees

- Safety
- People Development
- Diversity & Inclusion
- Volunteerism



## Communities

- Community Investment
- Company Giving Fund
- Stakeholder Engagement

## AWARDS & RECOGNITION FOR WEYERHAEUSER

### SUSTAINABILITY

World: 2011-2015, North America: 2005-2014

### INTEGRITY

2009-2010, 2012-2016

### SUSTAINABILITY

2011, 2014

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## **WE LEAD WITH INTEGRITY**

Integrity is one of our company's core values. This means we hold ourselves to the highest standards of ethical conduct and always strive to do the right thing in the right way. Our goal is to earn trust through honest action.

Our first **code of ethics** was issued in 1976 and is currently in its eighth edition, with translations in multiple languages. It explains the standards of conduct we are expected to follow, including antitrust and competition laws, anti-bribery laws, conflicts of interest, intellectual property, safety and health, human rights, international business conduct and more. Our robust program ensures our employees and leaders understand and follow our code of ethics and model and promote ethical behavior.

## **WE IMPROVE**

We make ongoing improvements to our program, including revising our code of ethics, providing ethics training to all employees on a regular basis, and ensuring a certificate of compliance is completed by employees in certain roles. Our **Ethics and Business Conduct Charter** describes how our program is managed internally, including information on governance and oversight. In 2015, we rolled out updated anti-bribery training, refreshed our U.S. legal risk assessment and completed an international legal risk assessment.

## **WE LISTEN**

To report concerns or ask questions about potential violations of our code of ethics, company policies or the law, anyone can confidentially and anonymously call our EthicsLine at 800-716-3488 or use **Weyerhaeuser Ethics Online**. 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 at [CorporateSecretary@weyerhaeuser.com](mailto:CorporateSecretary@weyerhaeuser.com).

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The graphic consists of three main components arranged horizontally. On the left is the cover of the 'WEYERHAEUSER CODE OF ETHICS' book, 5th edition, with the subtitle 'OUR REPUTATION & SHARED RESPONSIBILITY'. In the center is a sign for 'SUPPLIER CODE OF ETHICS' featuring a photo of two smiling construction workers in hard hats. On the right is a call-to-action box with a green background and white text that reads 'ANYONE CAN VISIT WEYERHAEUSER ETHICSONLINE.COM', followed by 'OR CALL 800-716-3488', and 'CONFIDENTIAL ANONYMOUS INDEPENDENTLY MANAGED'. At the bottom of this box is a grey bar with the text 'INTEGRITY IS A CORE VALUE'.

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## WE VALUE HUMAN RIGHTS

Our **Human Rights Policy**, guided by the United Nations Universal Declaration of Human Rights, is referenced in our code of ethics. Although we do not have major operations in countries or locations where human rights — including freedom of association, child labor and forced labor — are at risk, we have implemented policies and programs to ensure human rights are protected. We have assessed and enhanced our existing policies, practices and programs. We track human rights concerns and report any major concerns to our board of directors.

We have reviewed our human rights program against the Ruggie Framework and identified any due-diligence items, including reinforcing our Supplier Code of Ethics and Human Rights Policy with our procurement staff, who are most likely to intersect with potential human rights concerns. We are in the process of updating our code of ethics, including the human rights section, and we also recently added human rights information to our anti-bribery training.

## WE EXPECT OUR SUPPLIERS TO BE ETHICAL

We use a variety of processes to ensure our supply chains are responsibly managed.

### Safety

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** when working for us.

### Performance and Diversity

We establish robust supply chains for our products and work to enhance their performance. We also recognize that talent and innovation are 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 the right suppliers aligned with our needs and values. We also consider other factors, such as administrative costs, ongoing technical support, and maintenance and risks of use and alternatives.

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## CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

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

### Expectations of suppliers

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

### Human rights

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

## **Third-party certification of fiber sourcing**

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

## **Additional assessment of foreign suppliers**

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

## **Accountability**

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

## **Transparency and disclosure**

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

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We use disciplined processes to manage our environmental, safety, social and public-policy risks. This helps our employees, senior management team and board of directors make smart, informed decisions and implement them effectively.

## **ENTERPRISE RISK ASSESSMENT**

This annual process evaluates the likelihood of various risks and determines the potential magnitude of impact to our company. The analysis is conducted under the guidance of our chief executive officer with assistance from the senior management team and reviewed by our board of directors.

## **INTERNAL AUDITS**

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

## **FINANCIAL**

An independent public accounting firm audits our internal controls on an ongoing basis and confirms they are effective and have no material weaknesses in compliance with the Sarbanes-Oxley Act of 2002. See our [Annual Report \(pages 101-102\)](#) for more information.

## ETHICAL BUSINESS CONDUCT

Our robust **compliance and ethics program** ensures our employees understand and follow our code of ethics, participate in regular compliance and ethics training, and model and promote ethical behavior. An annual risk assessment is undertaken under the guidance of our chief compliance officer and shared with our senior management team and board of directors.

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## SUSTAINABILITY

Our board of directors includes a **Governance and Corporate Responsibility Committee**, which provides oversight of our sustainability strategy and performance, environmental and safety issues, ethics and business conduct, political activities and human resources practices. We also complete an annual sustainability significance assessment, performance review and trend analysis which are reviewed by our board of directors and senior management team.

## ENVIRONMENTAL

Our environmental management systems (EMS) provide a disciplined approach to implementing our core environmental policy and evaluating our performance. As of December 31, 2015, 9 percent of our manufacturing

facilities had an EMS registered to ISO 14001 and 86 percent of our manufacturing facilities had an “ISO-ready” EMS in place. In addition, 100 percent of our timberlands are **independently certified to sustainable forestry standards**.

## **SAFETY**

We drive continuous improvement in safety by focusing on five critical areas in all our operations: demonstrating caring leadership, being employee-driven, doing basics well, focusing on the greatest potential improvements, and recognizing and managing risk. We use an internal health and safety audit system to assess our facilities' abilities to identify, manage and control health and safety risks. We use an information management system to investigate incidents, track the progress of corrective action, analyze company trends and address potential future risks.

## **RELATED COMPANY POLICIES**

- **Chemical Management Policy**
- **Environmental Policy**
- **Health and Safety Policy**
- **Human Rights Policy**
- **Product Stewardship Policy**
- **Safe Harbor Policy**
- **Supplier Code of Ethics**
- **Sustainable Forestry Policy**
- **Wood Procurement Policy**
- **Anti-bribery Policy**

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

## **SETTING AGGRESSIVE TARGETS**

In 2015, each of our businesses met or exceeded the aggressive operational excellence targets we had publicly committed to achieving. For 2016, we set new operational excellence targets and also added a new focus area: delivering the most value from every acre. Across the company, employees are working to achieve our performance goals by driving improvement in areas such as uptime, reliability, throughput, energy efficiency, productivity and maintenance. We also remain focused on **developing our people** to ensure we have the right leaders in place now and in the future to deliver great results.

## **MEASURING SUCCESS**

When we achieve great financial success, it drives value for our shareholders and at the same time fuels our ability to attract and retain top talent, support our communities, and continue to invest in responsible management of our timberlands and manufacturing facilities. We define great financial results as:

- Consistently outperforming competitors in each business, regardless of market conditions
- Generating total shareholder return that is the best in our industry.



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## YOU MAY ALSO BE INTERESTED IN:

- [Our approach to managing risk](#)
- [Our commitment to operating ethically](#)
- [How we engage in the political process](#)

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We participate in the political process to help shape policy and legislation that directly affect our company. Our engagement is tied to our business strategies and is an important way to maintain our license to operate. Our ethical and transparent involvement includes coalition and relationship building, advocacy, political contributions and grassroots activities.

## **COMPANY ACTIVITIES**

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

Current issues of importance to us include:

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

Softwood lumber trade between the United States and Canada

- Taxation of timberlands in the United States

To advocate our positions, we rely on government affairs professionals, assisted by business managers and subject-matter experts. We follow both the letter and the spirit of the laws governing lobbying. Our managers receive regular training on current law and practices and we work fairly and honestly with public officials at all levels. We are members of **associations** (see GRI Index G4-16) that also advocate on these and other issues. In 2015, approximately \$800,000 of our dues were attributable to lobbying activities.



**We encourage employees to exercise their right to vote and participate in lawful political activities.**

**Our employees must comply with all laws, regulations and company policies regarding gifts and entertainment for government officials.**

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## **EMPLOYEE ACTIVITIES**

We encourage employees to register and exercise their right to vote. We also encourage and support lawful individual activities involving political parties, candidates or issues. Our employees must comply with all laws, regulations and company policies regarding gifts and entertainment for government officials.

Our employees may communicate personal opinions to government officials, but they may not use company stationery, the Weyerhaeuser name, work titles or other company resources to express personal opinions to government officials or to promote candidates. Our 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.

Occasionally, we may offer employees an opportunity to communicate with public officials on issues important to the company. No pressure in any form may be directed toward employees to make personal political contributions or to support or oppose ballot measures, political parties or the candidacy of any person.

## **POLITICAL CONTRIBUTIONS**

Political contributions reflect one dimension of participation in the political process. Our political contributions are managed by our public affairs team under a general delegation of authority from our general counsel. All laws and regulations regarding in-kind contributions, use of corporate facilities and resources, independent expenditures and gifts are stringently followed. No contribution may be given in anticipation of, or in return for, an official act.

We disclose all transactions in our **annual report of company political donations**. We generally do not contribute to political 527 or 501(c)(4) organizations but will disclose this information in our report if we do. Our company's political contributions are regularly reviewed to ensure they meet our Political and Government Affairs Policy and are reviewed annually with senior business leaders and our Governance and Corporate Responsibility Committee.

### **United States**

Some states allow companies to contribute directly to campaigns for state and local offices and for ballot measures. We file these contributions as required at state and local levels.

In 2015, Weyerhaeuser Company and our subsidiaries based in the U.S. donated \$164,175 in the following states: **Alabama, California, Georgia, Louisiana, Mississippi, Nevada, Oregon** and **Washington**.

We also sponsor a U.S. Weyerhaeuser Political Action Committee (WPAC), which solicits voluntary contributions from eligible shareholders, employees and our company board of directors. Decisions regarding contributions are controlled by an employee-based board of trustees and advisers that is chaired by our CEO. These contributions are bipartisan and based on a variety of considerations. WPAC contribution reports are filed with the Federal Elections Commission and we provide a summary in our annual report of WPAC political donations. In 2015, our WPAC donated \$179,500 to federal candidates, committees and some state candidates.

### **Canada**

Canadian donations are made only at the federal and provincial levels of government. They are publicly disclosed per reporting requirements in each jurisdiction where we operate as well as in our annual report on Canadian political donations. In 2015, Weyerhaeuser Company Limited, our Canadian subsidiary, donated CA\$67,650 to political parties or candidates in Canada.

## **ARCHIVE**

- **Political donations 2009 - 2015**

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We responsibly manage our forests to ensure a sustainable supply of raw material for our customers while maintaining the other important benefits our forests provide. We use trees to make products people use every day. We reforest nearly 98 percent of harvested acres within two years and manage our forests carefully to provide habitat for wildlife, protection for clean water and air, recreation for people and other **ecosystem services**.

## WHERE WE OPERATE

Most of the forests we manage are in North America. Including acres added through our 2016 merger with Plum Creek, in the U.S., we own or lease more than 12 million acres of timberlands in the **Pacific Northwest**, the **Northeast** and the **South**. In **Canada**, we manage nearly 14 million acres of publicly owned land under long-term licenses. We also manage 300,000 acres of forests in **Uruguay**. We encourage you to learn more about these forests, including how we manage for environmental stewardship in each unique region and partner with others to conduct critical research.

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**READ OUR CASE STUDY:  
PROTECTING THE  
WOODCOCK**



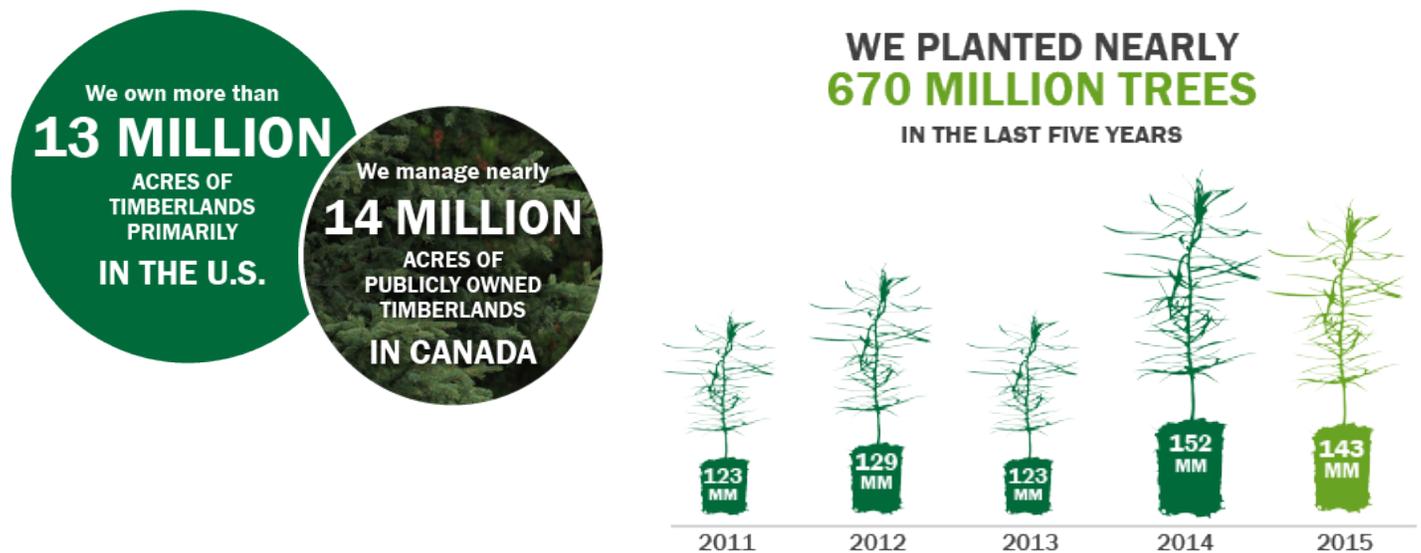
**READ OUR CASE STUDY:  
IMPROVING FISH  
HABITAT**

## A STRONG FOUNDATION

We rely on comprehensive internal policies and management systems to guide implementation of our independently certified sustainable practices. Our **Sustainable Forestry Policy** is the cornerstone of this work.

We also know sustainable forestry requires continuous improvement based on a foundation of sound scientific research and technological innovation. We routinely invest in research and we partner with others in ways that help us improve our activities on the ground. In 2015, we spent \$16.1 million on forestry research, including biodiversity, fish and wildlife, and forest health and productivity.

[» View our sustainable forest management data](#)



## YOU MAY ALSO BE INTERESTED IN:

- [Our commitment to independent certification to sustainable forestry standards](#)
- [More about our approach to forest management](#)
- [Environmental profiles for the products we make from trees](#)

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We are committed to managing our operations sustainably, conserving natural resources and reducing waste and pollution. **Forest certification, fiber-sourcing certification** and **chain-of-custody certification** are three ways we demonstrate our commitment to sustainability.

The push for forest and forest product certification began in the early 1990s to address valid public concerns about global deforestation and illegal logging practices. In response, standard-based certification systems and eco-labeling schemes were developed as market-based, nonregulatory alternatives to promote and recognize responsible forestry.

These internationally recognized standards provide customers and stakeholders with an objective, third-party determination of whether or not companies are implementing sustainable business practices and making products that come from legal and well-managed sources.

We support the use of these standards and the use of independent, third-party audits to verify compliance. We openly share **our certificates** for our forests and manufacturing facilities.

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## YOU MAY ALSO BE INTERESTED IN:

- [Forest certification](#)
- [Fiber sourcing and chain of custody](#)
- [Our sustainable forestry practices](#)
- [Our sustainable forestry policy](#)
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We're proud to be a company that uses a remarkable, renewable resource — trees — to make useful products that improve lives. We know that by **managing our forests in a sustainable way**, future generations will always be able to depend on trees to meet their needs.

And our commitment doesn't stop at the forest. By being good stewards of the environment, from well-managed forests to the manufacturing and selling of our many products, we help ensure our company's long-term success while minimizing the effect our operations have on surrounding communities and the world.



### Energy

We create most of our own energy and are reducing our overall energy use.



### Climate Change & Biomass

We are reducing our greenhouse gas emissions, providing carbon-neutral biomass, and storing carbon in our products.

### Air

We've steadily reduced our air emissions over the

### Water

Our forests are excellent water managers, and our



past few decades and are continuing to work on additional reductions.



mills are reducing water use while improving quality.



## Residuals & Waste

Waste is not a word we use often. We find beneficial uses for our residuals and aim to reduce any waste we do produce.



## Chemicals

We regularly assess our chemical risk, reduce or eliminate chemicals in our operations and products, and seek less-hazardous substitutes.

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

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

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**WE PROVIDE ENVIRONMENTAL PROFILES for our products TO HELP CUSTOMERS make informed decisions**

**HELPING PROCUREMENT MANAGERS MAKE INFORMED CHOICES**

We are a long-time supporter and contributor to the **Guide to Sustainable Procurement of Wood and Paper-Based Products** which helps procurement managers make informed choices when purchasing forest products.

**LEARN MORE**

## EDUCATING OUR CUSTOMERS

Since product advertising and marketing is complex in today's world, we are careful to provide accurate and truthful information about our products for consumers and our customers.

We comply with all applicable advertising and marketing laws in the country where we are communicating:

- Worldwide, we apply the U.S. Federal Trade Commission's guidelines, commonly known as the "Green Guides."
- We employ people in our businesses and legal team with expertise in consumer protection and advertising law.
- We train our business marketing managers to comply with applicable laws and policies and conduct reviews of selected advertising and marketing materials, especially if they involve environmental marketing claims.
- We are a member of the U.S. Council of Better Business Bureaus' National Advertising Division®, which "reviews national advertising for truthfulness and accuracy and fosters public confidence in the credibility of advertising."

We are also committed to complying with all applicable product-related regulations, including the following:

- We work to ensure our food-contact packaging materials comply with federal Food, Drug and Cosmetic Act regulations.
- Most of our cellulose fiber products (CAS #65996-61-4) are exempt from REACH registration per Annex IV of the regulation.
- **We inform customers** of the potential hazards of our products as required under California Proposition 65.
- We provide easy online access to **safety data sheets** and corresponding labels for our products to help ensure our customers and employees handle and use our products safely.

## YOU MAY ALSO BE INTERESTED IN:

- [Our Product Environmental Profiles](#)
- [Our Safety Data Sheets](#)
- [How our products support green building](#)

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We are committed to providing easy online access to safety data sheets and corresponding labels for our products to help ensure our customers and employees handle and use our products safely.

In 2015, our products were classified in accordance with the Globally Harmonized System of Classification and Labeling of Chemicals and related regulations. Our safety data sheets and labels were rewritten in alignment with product classifications and our customers were provided with this information.

**3rd Generation CS10 Pulp**

**Black Liquor**

**Bleached Kraft Pulp**

**CMC535**

**Crude Sulfate Turpentine**

**Crude Tall Oil**

CS10 Pulp

DX 100 Dice

FR120

Kraft Lignin

Liquid Packaging Board - Nylon Barrier

Liquid Packaging Board – PE Coated

Liquid Packaging Board - Uncoated

Newsprint and Specialty Papers (NORPAC)

Soap Skimmings

THRIVE Composites

THRIVE Pellet — Recycled Polymer, White, Impact Grade

THRIVE Pellet — Virgin Polymer, Impact Grade

Unbleached Pulp

Wet Lap

Bark

Green Douglas Fir Lumber - Mycostat Treated

LUMIN Plywood

Lyptus Lumber

Microllam Laminated Veneer Lumber (LVL) and LVL with Watershed Stability Overlay (WSO)

Parallam Plus PSL (CA-C)

Parallam Plus PSL (CCA)

Parallam PSL

**Plywood**

**Southern Pine Lumber - Mycostat Treated**

**TimberStrand Insulated Rimboard**

**TimberStrand LSL**

**TimberStrand LSL RimBoard with Flak Jacket Protection**

**TJI Joist**

**TJI Joist with Flak Jacket Protection**

**Weyerhaeuser Oriented Strand Board (OSB) Products**

**Wood and Wood Dust, Untreated Lumber, Logs, Chips and Sawdust**

**Zinc Borate-treated TimberStrand LSL**

**BBO & ES**

**Glacier Clear Thin High Density Fiberboard**

**High Density (HDF), Medium Density (MDF) & Light Density (LDF) Fiberboard**

**High Density Machine Grade**

**Medium Density Overlay Concrete Form**

**Medium Density Overlay Sign Grade**

**Moisture Resistant Glacier Green Thin High Density**

**Plywood**

**Plywood Shipping Label**

**Pressure Treated Plywood**

**Scarf Joint Panel**

**Scarf Joint Panel Shipping Label**

## CONTACT US

First Name \*

Last Name \*

Company/Organization \*

Address 1 \*

Address 2

City \*

State \*

Zip Code \*

E-mail \*

Phone Number

Fax Number

Information Request \*

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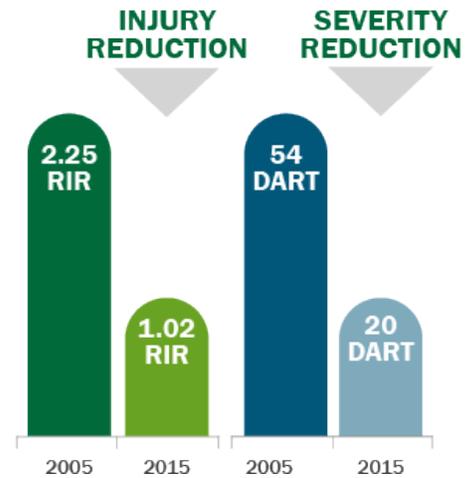


## **SAFE TO THE CORE**

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

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

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## HOW WE MEASURE SAFETY

Our ultimate goal is to operate injury-free. We know this is possible because most of our facilities already operate injury-free on a rolling 12-month basis. In 2015, 63 percent of our operations reported no recordable injuries.

As we work to become injury-free, we set interim targets and measure our progress monthly. Although we're among the industry leaders in safety, in 2015 we achieved a recordable incident rate (RIR) of 1.02 against a target of less than one. (RIR measures the number of injuries per 100 employees per year. We also measured the severity of injuries we experienced using a DART rate (days away, restricted work and transfers per 100 employees per year). Our DART rate for 2015 was 20, which met our goal for the year.

In 2015, we also launched a review of our safety program to determine what we can do to drive further improvement in our safety performance. We asked a team of our top leaders to benchmark internally and externally and make recommendations for 2016. As a result of their work, we're rolling out a refreshed safety program in 2016, which will simplify and standardized our critical safety tools and sharpen our focus on managing our highest risks to eliminate severe, life-altering injuries from our workplace. This means that for 2016, we'll be shifting toward measuring leading indicators for safety, such as tracking hazards that were found and fixed. We will also de-emphasize our focus on monitoring all recordable injuries and instead focus on communicating and learning from severe-injury incidents.

[» View our safety data](#)

**"Nothing we do — no production target, no financial goal, no deadline — is more important than making safe choices."**

## HOW WE MANAGE SAFETY

Our vision is to be a truly safe place to work. To achieve this vision, we focus on accountability and consistency.

### ACCOUNTABILITY

Our caring leaders:

- Set clear expectations
- Ensure a safe workplace
- Inspect and follow up
- Hold people accountable
- Role-model and motivate

Our engaged employees:

- Own and commit to safety
- Assess risk and take action
- Follow procedures
- Find and fix hazards
- Intervene and accept feedback

### CONSISTENCY

We consistently:

- Use a common toolkit
- Focus on our highest-risk areas
- Hire, promote and develop for safety excellence

Our standard safety toolkit includes:

- Annual companywide safety targets
- A companywide **Health and Safety Policy**
- A standard process to report and investigate incidents
- A database to manage incident data
- An audit process to assess regulatory compliance and continuous improvement of our safety management system
- Online training available to all employees
- Robust communications

We understand that to prevent injury, we must learn from our safety incidents and near misses. We require that all incidents be reported, recorded and investigated according to defined processes based on the type and severity of the incident. Causes must be identified and action taken to prevent recurrence. We collect and analyze

information about work-related injury and illness, environmental incidents, near misses, hazard observations, property damage, fire/explosion, vehicle incidents, process loss and product damage.

## FATALITIES

We do not find it acceptable for any person to lose his or her life while working for us. When fatalities do occur, we conduct a thorough investigation, review findings with our senior management team and board of directors, implement appropriate changes, and share lessons learned with all employees in a timely way.

In 2015, we did not experience any employee fatalities. We did experience one contractor fatality in our Timberlands operation in Louisiana. The contractor suffered fatal injuries after being struck by the skidder blade on his mobile equipment. Investigation of this incident was completed and lessons learned were shared with all employees and appropriate contractors.

---

## YOU MAY ALSO BE INTERESTED IN:

- [Safety Data Sheets for our products](#)
- [How we develop our people](#)
- [Our commitment to diversity and inclusion](#)
- [Our volunteerism programs](#)
- [How we support our communities](#)

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

## **GROWING GREAT LEADERS**

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

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

Our goal is to always have an appropriate number of internal ready-now candidates for critical leadership positions. To help meet this goal, we have significantly accelerated people development across the company to ensure our talent pipeline is strong. Our senior management team regularly evaluates high-potential talent at

various levels of the organization, and each of our teams set clear people development goals every year.

In 2015, we made significant progress to build our leadership pipeline, and we rated ourselves "on track" against our internal targets.



---

## ATTRACTING AND RETAINING TALENT

As workforce demographics in North America continue to shift, it's critical to our long-term success that we excel at attracting and retaining diverse talent to help us deliver on our commitments to customers and shareholders.

We strive to do this by:

- Never compromising our company values.
- Rewarding results that help us achieve our company vision.
- Providing regular candid and constructive feedback on performance.
- Ensuring employees have the tools they need to be successful.
- Providing strategic training and professional development opportunities to employees at all levels.
- Providing opportunities for growth through stretch assignments and cross-business exposure.
- Providing a competitive pay and benefits package.

In 2015, our recruiting activity was strong, with 1,209 hires (both new hires and rehires), and our retention rate was 94 percent.

---



**READ OUR CASE STUDY:  
WORKING TOGETHER  
TO BUILD A SCHOOL  
— AND FUTURE**

---

## **STRENGTHENING EMPLOYEE ENGAGEMENT**

We periodically measure the overall effectiveness of our work environment via employee surveys. All employees have the opportunity to give honest feedback on questions about safety, training, ethics, work-team effectiveness, leadership effectiveness, company strategy and overall satisfaction with Weyerhaeuser. In our last survey, our results showed we're maintaining or improving in all the categories we measure. We also conduct spot surveys with select groups of employees to gather feedback and understand how employees feel about particular changes or situations.

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

**>> [View our employee data](#)**

---

## **YOU MAY ALSO BE INTERESTED IN:**

- **[Our commitment to workplace safety](#)**
- **[Visiting our Careers section](#)**
- **[Diversity & Inclusion at Weyerhaeuser](#)**
- **[Our support for employee volunteerism](#)**

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We strive to create a diverse, inclusive work environment where all employees feel valued, have the opportunity to grow and are driven to succeed. We believe this is both the right thing to do and good for business. We believe that embracing diverse experiences and points of view leads to better decision making and that a more diverse workforce makes for a stronger company.

## **WE HOLD OURSELVES ACCOUNTABLE**

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

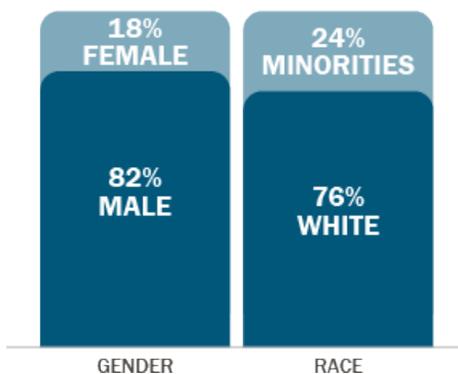
We monitor how effective we are at recruiting, hiring and promoting a diverse workforce. We also look at the overall representation of women and minorities in our U.S. operations. In 2015, we rated ourselves "below" based on our performance against internal representation targets.

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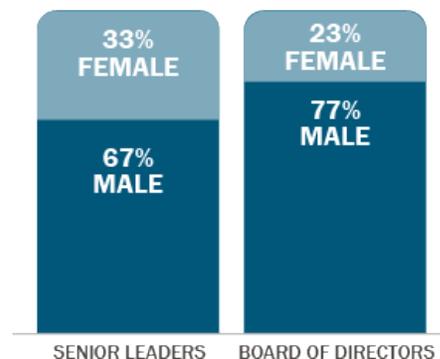
## WORKFORCE REPRESENTATION

Total US Employees



## FEMALE LEADERS

Total Company



## WE CULTIVATE INCLUSION

Beyond compliance, we work to create a workplace that is a welcoming and inclusive place for all our employees. As a foundation, we have robust, companywide anti-discrimination and anti-harassment policies and resources, including:

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

We have a number of internal resource groups, which we call diversity business networks, designed to give employees an opportunity to share experiences, gain exposure to other businesses, acquire mentors, partner across networks and provide feedback to company leaders. These groups include:

- **Access** (for people touched by disability)
- **Colors** (LGBTQ networking, education and support)
- **Branch Out** (building a positive workplace and strong community among coworkers)
- **HOLA** (Hispanics for Outstanding Leadership and Advancement)
- **Veterans** (support and encouragement for military veterans and family members)
- **WABN** (Weyerhaeuser Asian Business Network)
- **WBEA** (Weyerhaeuser Black Employee Alliance)
- **WIA** (Women In Action)

[» View our diversity data](#)

## YOU MAY ALSO BE INTERESTED IN:

- [Our commitment to workplace safety](#)

- [How we develop our people](#)
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## **OUR "WAVES" MAKE QUITE A SPLASH**

Citizenship is a core value at Weyerhaeuser. Nowhere is this more evident than in the countless ways our employees generously offer their skills, compassion and dedication to improve the world we live in. They're at the heart of our company giving program, and we're proud to support their work through our Weyerhaeuser Active Volunteer Employees program, known as WAVES.



**READ OUR CASE STUDY:  
VOLUNTEER EARNS  
GRANT**

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After meeting a threshold of volunteer hours, individuals or teams can apply for WAVES grants to support the organizations they're passionate about in their communities. In 2015, our employees, retirees, families and friends contributed more than 40,299 volunteer hours through this program and our Giving Fund awarded 179 WAVES grants totaling \$320,000 to the organizations where they volunteered.

We also **honor some of our most outstanding volunteers** four times a year.



## AND THE WAVES KEEP ROLLING

Other ways our company sponsors employee efforts to give back include:

- **Diapers:** From 2012 to 2015, our employees collected and donated more than 4 millions diapers to families in need.
- **Disasters:** Our Disaster Relief Employee Volunteer Program allows individuals to take up to 80 hours per year of paid time off to help a Weyerhaeuser location or community affected by disaster. Employees volunteer with a qualified nonprofit agency or government agency that is actively working to assist the affected community. In certain cases, employees may also partner with a qualified organization outside North America if Weyerhaeuser has formally declared support to the rebuilding efforts.
- **Workplace:** Even at work, our employees are devoted volunteers. From **diversity-network** events to local fundraising drives and our headquarters-region green team (named "The Sustainables"), we encourage our employees to think outside of their normal work scope, spend time on the issues they care about and have fun doing it!

[» View our employee involvement data](#)

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## YOU MAY ALSO BE INTERESTED IN:

- [Nominating a Weyerhaeuser volunteer for recognition](#)

- [How we invest in our communities](#)
- [Applying for a Giving Fund grant](#)

[Home](#) ▫ [Sustainability](#) ▫ [Employees](#) ▫ [Volunteerism](#)

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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 1903 and have provided more than \$228 million in grants through our formal giving program, established in 1948. In both rural and urban settings, we support hundreds of important organizations and programs in the communities where we operate with money, time, skills and resources.



### 2015 COMMUNITY INVESTMENT

BY FOCUS AREA THROUGH OUR WEYERHAEUSER GIVING FUND



Environmental  
Stewardship



Affordable  
Housing  
and Shelter



Education  
and Youth  
Development



Human Services,  
Civic and  
Cultural Growth



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## HOW WE INVEST

In 2015, we invested \$5.8 million in our communities through four main channels:

### 1. Giving Fund

The majority of our philanthropy is directed through our **Giving Fund**, which:

- Makes cash contributions to community organizations through local grants
- Supports disaster-relief funding

### 2. Business Support

Our businesses and corporate headquarters locations :

- Provide direct support to our communities through charitable and in-kind donations
- **Donate seedlings** for educational purposes (headquarters region only)

### 3. Employee Volunteerism

We support our employees' efforts to volunteer for causes they care about through our:

- **WAVES program**, which awards grants based on volunteer hours
- **Disaster Relief Program**, which provides employees paid time off to volunteer

### 4. Research and Partnerships

We invest in research and partner with organizations to foster scientific collaboration that will:

- Improve best management practices
- Bolster innovation in our industry



**READ OUR CASE STUDY:  
FEEDING HUNGRY  
KIDS**

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[» Review our full giving data](#)

## YOU MAY ALSO BE INTERESTED IN:

▫

## Our employee volunteerism programs

- [Nominating someone for our Volunteer of the Quarter Award](#)
- [Our commitment to forestry research](#)

[Home](#) ▫ [Sustainability](#) ▫ [Communities](#) ▫ [Community Investment](#)

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## COMMUNITY GIVING

We support U.S. and Canadian communities where we have a significant presence or business interest. These communities range from rural to metropolitan, each with unique priorities and needs. Our employees serve on local advisory committees for our Giving Fund and develop funding priorities within four focus areas to support their particular communities. This provides a strong companywide framework for giving while allowing flexibility to meet unique needs in our different communities.



**READ OUR CASE STUDY:  
MEETING BASIC  
NEEDS**

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## YOU MAY ALSO BE INTERESTED IN:

- [Our employee volunteerism programs](#)
- [Nominating someone for our Volunteer of the Quarter Award](#)

[Home](#) □ [Sustainability](#) □ [Communities](#) □ [Community Investment](#) □ [Giving Fund](#)

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We understand that it's critical to build strong relationships with our many stakeholders. From rural communities where we own and manage timberlands to national government bodies, we're committed to stakeholder engagement.

## **STAKEHOLDER COMMUNICATIONS AND INQUIRIES**

We communicate openly with our stakeholders and follow companywide policies to ensure all our communications:

- Reflect our company vision
- Demonstrate alignment across businesses and regions
- Are legal, ethical and accurate
- Do not contain proprietary information or information that would qualify as selective disclosure

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

In 2015, sustainability-related inquiries from our customers and stakeholders focused primarily on our environmental practices, including:

- Regulatory compliance
- Forest certification and sustainable forest management
- Green building
- Chemical content and use
- Product-specific information, such as origin of fiber and environmental footprint

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

[» Give us your feedback](#)

## STAKEHOLDER ENGAGEMENT

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

### Customers

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

### Investors

We engage in regular two-way discussions with our institutional shareholders, host an annual investor meeting and provide periodic investment presentations via webcast. Our earnings reports are webcast each quarter and we provide detailed information about our company in our Annual Report and on our [investor website](#).

### Suppliers

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

### Policymakers & Regulators

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

### Employees

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

our work environment via employee surveys.

## Communities

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



**READ OUR CASE STUDY:  
THE GREENING OF  
DETROIT**



**READ OUR CASE STUDY:  
ON THE TRAIL**

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## Non-governmental organizations

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

## Universities and Research

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

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## YOU MAY ALSO BE INTERESTED IN:

- [How we manage sustainability](#)
- [Promoting sustainable forest management](#)
- [How we develop and maintain positive relationships with indigenous communities](#)
- [How we lead with integrity](#)

[Home](#) ▫ [Sustainability](#) ▫ [Communities](#) ▫ [Stakeholder Engagement](#)

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

We share this information to help educate the public about the many benefits forests provide, to demonstrate transparency about additional revenue sources, and to serve as a leader in global reporting standards for ecosystem services.

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## ECOSYSTEMS SERVICES METHODOLOGY

We follow the Millennium Ecosystem Assessment to describe four categories of ecosystem services:

- 1 Provisioning:** Tangible benefits provided by an ecosystem, such as food or timber.
- 2 Regulating:** Ecosystem processes necessary to maintain human health and ecosystem infrastructure, such as water and air purification.
- 3 Supporting:** Services that enable the other categories to work, such as nutrient cycling and soil formation.
- 4 Cultural:** Services that are non-material values people derive from ecosystems, such as recreation.

Note: Some of our ecosystem services data may vary by year depending on land acquisitions and divestitures.

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## THE DATA

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## YOU MAY ALSO BE INTERESTED IN:

- [Our sustainable forestry practices](#)
- [Our commitment to certification](#)
- [Environmental profiles for our products](#)

[Home](#) [Sustainability](#) [Environment](#) [Sustainable Forestry](#) [Ecosystem Services](#)

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## CASE STUDY: PROTECTING THE WOODCOCK

Weyerhaeuser biologist Henning Stabins recently designed a forest habitat project on our Fogg Farm tract, a 1,200-acre parcel in central Maine. To get the project rolling, Wildlife Management Institute biologist Gary Donovan, U.S. Geological Survey woodcock researcher Dan McAuley, and Kevin White of the USDA Natural Resources Conservation Service joined Stabins for a tour of the Fogg Farm. The effort centered on how commercial timber harvests could be created to favor woodcock and their habitat needs. A mosaic of habitat blocks are being created on a 40-year harvest cycle (approximate) to maintain and enhance suitable conditions that include open grasslands, log landings and other strategically placed small clearings, which function as roosting and courtship areas.

In addition to supporting U.S. Fish & Wildlife Service efforts to survey and track national woodcock population trends, we also work with local educational institutions to provide science learning opportunities and public outreach. This ongoing collaboration is one of many examples of how our scientists work with a variety of partners to ensure our sustainable forestry practices support wildlife habitat.



[Home](#) [Sustainability](#) [Case Study](#) [Case Study: Protecting the Woodcock](#)

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## CASE STUDY: IMPROVING FISH HABITAT

We're working with the West Virginia Conservation Agency on a collaborative stream-enhancement project on the South Fork Cherry River. The public-private partnership is focused on improving habitat for trout through tree felling and rock placement in the stream to restore the streambed and its water patterns to more natural conditions. By strategically placing wood and rock in the water to create pools and deeper channels, we can help create thriving fish habitats. Best forest management practices for streamside management zones include tactics like retaining trees for shade, ensuring effective erosion controls and maintaining trees with root systems integrated with the stream bank. Work on the project began in September 2015, was suspended for trout spawning season and will be completed in summer 2016.

This project builds on other stream-improvement collaborations between our company and the West Virginia Division of Natural Resources to conduct stream liming on the river. The partnership has been underway since 1999 and includes long-term work to add limestone sand to the watershed to reduce the acidity of the water caused by acid rain.

With limited state funds for conservation, public-private partnerships enable stream restoration like that of the South Fork Cherry River, which leads to better fish populations and improved conditions.



[Home](#) [Sustainability](#) [Case Study](#) [Case Study: Improving Fish Habitat](#)

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

## **OUR DATA**

### **SOCIAL**

**Health and Safety**

**Employees**

**Diversity**

Compensation	Employee Representation	Community Investment
<b>ENVIRONMENTAL</b>		
Sustainable Forest Management	Promoting Sustainable Forestry	Raw Material Use (Wood Fibre)
Air Emissions	Water Use	Water Quality
Greenhouse Gases	Environmental Compliance	Environmental Remediation
<b>ECONOMIC/GOVERNANCE</b>		
Economic Value	Political Contributions	

### Safety - North America

Recordable Incident Rate - Employees	0.87	0.89	1.02
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*includes supervised contractors*

Recordable Incident Rate - Contractors	0.81	0.89	0.94
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Lost day case rate - Employees	0.29	0.26	0.38
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Lost day rate - Employees	8.60	16.55	12.38
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Sites operating injury-free	73%	73%	63%
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Health and safety fines and penalties (\$)	\$3,200	\$9,560	\$3,500
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Health and safety fines and penalties (#)	5	10	1
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### Fatalities - Worldwide

Employees	0	2	0
Contractors	1	2	1

### Employees, by region

United States	10,948	10,036	9,890
Canada	1,838	1,766	1,787
Belgium	-	-	-
Brazil	137	-	-
China	3	-	-
Hong Kong	7	7	8
Ireland	2	2	2
Japan	19	19	18
Poland	81	103	101
South Korea	4	4	5
Switzerland	9	8	7
Taiwan	1	1	1
United Kingdom	1	-	-
Uruguay	681	730	747
<b>Total</b>	<b>13,731</b>	<b>12,676</b>	<b>12,566</b>
<i>Change from prior year</i>	<i>4%</i>	<i>-8%</i>	<i>-1%</i>
Total number of countries with employees	13	10	10

Percentage of employees in North America	93%	93%	93%
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### **North American Employees Only**

Employees, by business unit

Real Estate	6%	—%	—%
Cellulose Fibers	20%	23%	24%
Timberlands	11%	14%	13%
Wood Products	53%	59%	60%
Corporate Functions	10%	4%	3%

Total new hires	2,000	1,470	1,209
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Total turnover	1,579	2,317	1,303
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Turnover rate, by type

Involuntary	4%	12%	4%
Voluntary	4%	5%	6%
Retirements	2%	2%	2%

<b><i>Total turnover rate</i></b>	<b>10%</b>	<b>19%</b>	<b>12%</b>
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Retention rate (total turnover minus voluntary turnover)	96%	95%	94%
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Average number of years with company	14	14	14
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Average age of employees	47	47	47
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*United States only*

Gender			
Female	20%	18%	18%
Male	80%	82%	82%
Race			
White, Non-Hispanic	78%	76%	76%
African American	15%	17%	17%
Asian	2%	1%	1%
Hispanic	3%	3%	3%
American Indian/Alaskan Native	0.1%	1%	1%
Native Hawaiian	-	0.2%	0.2%
Two or more	0.5%	1%	1.2%
Student days of education	8,060	4,483	3,015
Total hours of trainings	64,480	35,864	24,120
Ratio of highest base salary to median base salary			
United States			
Ratio of highest to median	19:1	19:1	20:1
Ratio of percentage increase of highest to percentage increase of median, from prior year	3:1	0:2	2:1

Canada

Ratio of highest to median	4:1	4:1	3:1
Ratio of percentage increase of highest to percentage increase of median, from prior year	2:0	-2:1	3:5

Percentage of employees in labor unions	28%	29%	29%
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*Based on the LBG Corporate Citizenship Model*

How We Give (Millions of US\$)

Cash contributions	\$4.7	\$5.2	\$5.4
In-kind giving	\$0.2	\$0.1	\$0.2
Employee time	\$0.01	\$0.1	\$0.1
Management overhead	\$0.3	\$0.1	\$0.1
<b>Total giving</b>	<b>\$5.2</b>	<b>\$5.5</b>	<b>\$5.8</b>

*Our tracking system does not distinguish volunteer time as paid or unpaid, thus our employee time value is a very conservative estimate*

Why We Give

Charitable Donations	59%	45%	82%
Community Investments	16%	12%	5%
Commercial Investments	25%	43%	13%

WAVES volunteers	1,481	1,093	1,160
WAVES volunteer hours	42,154	38,267	40,299
WAVES projects	211	180	179
WAVES grants provided	211	180	179
Donated through WAVES grants (US\$)	\$350,000	\$318,000	\$320,000

*Volunteers includes employees, retirees, family and friends*

Timberlands owned or managed (under long-term lease or license)

United States, by state

Alabama	0.6	0.5	0.3
Arkansas	0.6	0.6	0.5
Louisiana	1.0	1.0	0.7
Mississippi	0.8	0.8	0.8
North Carolina	0.6	0.6	0.6
Oklahoma/Texas	0.6	0.5	0.5
Oregon	1.3	1.3	1.3
Washington	1.3	1.3	1.3
<b><i>Subtotal United States</i></b>	<b>6.8</b>	<b>6.6</b>	<b>6.0</b>

Canada, by province

Alberta	5.3	5.3	5.3
British Columbia	1.0	1.0	1.0
Ontario	2.6	2.6	2.6
Saskatchewan	5.0	5.0	5.0
<b><i>Subtotal Canada</i></b>	<b>13.9</b>	<b>13.9</b>	<b>13.9</b>
International, by country			
Uruguay	0.3	0.3	0.3
<b><i>Subtotal International</i></b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>
Total timberlands	20.7	20.8	20.2
Percentage of timberlands certified to third-party sustainable forestry standards	100%	100%	100%
Seedlings planted (millions)	72	97	143
Total acres harvested	176,185	198,127	340,768
Percent harvested, by region			
Canada	0.001%	0.1%	0.4%
US - West	1.7%	2.1%	2.4%
US - South	2.9%	3.3%	5.3%
Uruguay	0.8%	1.1%	3.8%
Replanted within two years (US and Canada)	96%	99%	98%
Replanted or naturally regenerated	100%	100%	100%
Forestry research spending (millions of US\$)	\$22	\$18	\$16

Forest health and productivity	73%	73%	78%
Water quality	8%	5%	6%
Fish and wildlife	8%	6%	6%
Ecosystems and biodiversity	2%	5%	5%
Other	9%	11%	5%
Percentage wood supply harvested and delivered by trained loggers	98%	95%	91%
Private forest owners who we purchased wood from and provided best management practices	1,813	2,053	2,060
Indirect suppliers who we provided reforestation and forestry best management practices	3,994	4,266	5,165
Family forest owners who we provided information to about sustainable forestry	1,800	2,100	2,060
Family forest owners who participated in our Land Owner Assistance Program	482	538	414
Acres these owners manage	120,470	129,587	131,009
Millions of seedlings we provided at no cost	1.1	0.8	1,066,000
Acres we helped regenerate through planting	1,963	1,615	1,798
Acres we helped regenerate through natural regeneration	3,790	3,222	2,751

*North America facilities only*

Volume of wood fiber used (million cubic units)	11.5	12.6	12.7
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*1 cubic unit = 100 cubic feet of solid wood*

*Data reflects actual portfolio of operating facilities, including those sold or divested*

Log and wood chip supply

From certified Weyerhaeuser timberlands	32%	34%	31%
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From other certified forests	32%	32%	33%
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<b>Total from certified forests</b>	<b>64%</b>	<b>66%</b>	<b>64%</b>
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**Total (BBTUs)**

Fuel consumed

Renewable

Black liquor (from chemical-recovery process)	58,657	58,337	57,170
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Biomass (from manufacturing residuals)	36,438	39,966	39,269
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Non-renewable

Fossil fuels	16,823	17,495	17,377
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Purchased energy

Electricity	11,364	11,030	11,016
Steam	981	932	954
Energy sold			
Electricity	1,757	1,716	2,080
Steam	2,184	2,214	2,613
Total energy consumed (fuel consumed + purchased energy - energy sold)	120,323	120,323	121,093
Total renewable energy consumed (black liquor + biomass)	95,095	98,303	96,439
Percent renewable energy of total energy	79%	79%	80%

## Energy Efficiency

*Our energy data is shared internally only*

*Externally, we share percent improvement of our Wood Products and Cellulose Fibers businesses compared to our baseline*

Wood Products: percent improvement compared to 2009 baseline		21%	25%
Cellulose Fibers: percent improvement compared to 2009 baseline		5%	-2%

## Total (million pounds)

Carbon monoxide	29.6	34.3	34.4
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Nitrogen oxides	17.1	16.9	16.9
Particulate matter	7.2	7.7	7.1
Sulfur oxides	3.3	3.5	2.8
Total reduced sulfur	0.4	0.4	0.4
Volatile organic compounds	19.2	20.2	20.3

*Cellulose Fibers mills only (>99 percent of total company water use)*

**Total (million gallons)**

Withdrawal, by source

Ground water	876	1,025	904
Municipal water	4,744	4,832	5,073
Surface water	46,919	45,866	48,715

Discharged, by destination

Municipal treatment plant (POTW)	74	77	75
Other - Cooling water	7,093	7,619	9,576
Surface water (treated on-site)	37,652	38,207	37,567

Total water consumed (withdrawal minus discharged)	7,719	5,819	7,473
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*Water withdrawal are estimates since intake measures are not required or possible at all sites*

**Intensity measure**

Gallons of water discharged per ton of pulp produced	17,613	14,250	14,567	15,429
Percent change compared to 2007 baseline		-19%	-17%	-12%

*Cellulose Fibers mills only (>99 percent of total company water use)*

**Total (million pounds)**

BOD		7.0	6.8	6.9
TSS		10.1	11.3	12.9
AOX		0.7	0.7	0.7

**Intensity measure**

**2010**

Pounds of BOD discharged per ton of pulp produced	2.5	2.2	2.2	2.2
Percent change compared to 2010 baseline		-9%	-12%	-9%

**Total (million pounds)**

Residuals (used beneficially)				
Composted: land applied for soil amendment		73	68	75
Recovered: burned for energy (on- and off-site)		13,443	13,963	13,954

Reused: beneficially reused and shipped off-site for use in other products	7,218	7,343	7,236
Waste			
Recycled	15	19	21
Landfilled (non-hazardous)	492	427	584
Incinerated	0.0	0.0	0.0
Disposed in permitted disposal facilities (hazardous)	0.2	0.2	1.1
Total residuals and waste	21,240	21,819	21,871

### Intensity measure

*Our intensity data is calculated per business unit (e.g., Cellulose Fibers, Lumber, OSB) and shared internally only*

*Externally, we share a weighted average value compared to our baseline*

Percent change in pounds of landfill waste per business-specific production compared to 2015				n/a
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### Absolute

*Million metric tons of CO2 equivalents*

	2000			
Direct	2.03	1.37	1.52	1.39
Indirect	1.70	1.29	1.28	1.27
Total (direct + indirect)	3.73	2.67	2.80	2.66

*Percent change compared to  
2000 baseline*

-28%

-25%

-29%

## **Intensity**

### *Kilograms of CO2 equivalents per metric ton of production*

Direct	113	123	113
Indirect	106	104	103
Total (direct + indirect)	220	227	215
Fines and penalties (thousands of US\$)	\$21	113%	\$49
Number of environmental noncompliance incidents	28	6	10
Percentage operations covered by internal environmental compliance audits	24%	22%	31%
Active projects	47	41	37
Spent on environmental remediation (millions of US\$)	\$5	\$5	\$12
Anticipated to spend next year (millions of US\$)	\$6	\$7	\$14
Facilities with EMS registered to ISO 14001	18%	16%	9%

Facilities with EMS "ISO-ready"	93%	95%	86%
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Direct economic value generated (millions of US\$)

Net sales and revenue - cash basis	\$8,502	\$8,005	\$7,099
Interest income and other	\$58	\$37	\$(69)
Net proceeds of investments held by special purpose entities	\$22	\$0	\$0
Proceeds from the sale of assets and operations	\$20	\$735	\$19
<b>Subtotal</b>	<b>\$8,602</b>	<b>\$8,777</b>	<b>\$7,049</b>

Economic value distributed (millions of US\$)

Costs and expenses - cash basis	\$(7,182)	\$(6,672)	\$(5,605)
Payments to providers of funds	\$(1,363)	(943)	\$(1,010)
Cash paid for taxes	\$(8)	\$37	\$(14)
Community investments	\$(5)	\$(6)	(6)
<b>Subtotal</b>	<b>\$(8,558)</b>	<b>\$(7,584)</b>	<b>\$(6,635)</b>

Total economic value retained (generated - distributed)	\$44	\$1,193	\$414
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**United States (US\$)**

Weyerhaeuser	\$248,063	\$283,300	\$163,675
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Weyerhaeuser Political Action Committee	\$223,500	\$220,000	\$178,500
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## Canada (CAN\$)

Weyerhaeuser Company Limited	\$64,320	\$61,970	\$67,650
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## COVERAGE AND SCOPE

### COVERAGE

- Financial results are for Weyerhaeuser fiscal year 2015, and do not include Plum Creek's financial results.
- Except where noted, this report covers all Weyerhaeuser operations for the calendar year 2015.
- Lands formally owned by Plum Creek were incorporated into the section regarding Sustainable Forestry and Timberlands certification data.
- We report Weyerhaeuser political donations for 2015.
- Specific to Environmental Data:
  - Included:
    - Our global operations owned in 2015 (cellulose fibers facilities, including our newsprint joint venture with Nippon Paper, NORPAC; lumber and engineered wood products manufacturing locations; and our corporate headquarters building and technology center in Federal Way, Washington).
  - Not included:
    - Operations sold or closed during 2015 and our wood products distribution centers (insignificant environmental footprint contribution compared to our manufacturing facilities).
- Former Plum Creek manufacturing and forestry operations data, with the exception of:
  - The new geographies where we now have timberlands
  - The number of acres was added to the amount owned/leased by Weyerhaeuser

### SOURCES

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

## GREENHOUSE GAS INVENTORY METHODOLOGY

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

Our greenhouse gas inventory process adheres to the guidelines published by the Greenhouse Gas Protocol Initiative's Greenhouse Gas Protocol, Revised Edition, and its associated calculation tools that are relevant to our operations. Following the protocol, adjustments to the baseline year and subsequent years' data have been made on a whole-year basis for divestments and acquisitions affecting our greenhouse gas inventory. The absolute value of our entire greenhouse gas emission inventory can change as a result of these adjustments.

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

We know that forests sequester and release carbon in variable amounts over time. The rate of forest carbon sequestration is subject to seasonal variation, annual variation due to climate and disturbance impacts, age-related variation due to the natural cycle of tree growth, and effects from forest management practices such as fertilization and harvesting. The U.S. Department of Energy 1605(b) guidelines affirm that sustainably managed forests balance harvest and growth cycles over time and landscape and can be considered carbon neutral, meaning the carbon that is released from harvesting is offset by the growth of the remaining trees. To quantify the amount of long-term forest products carbon stored in our products – which we call Product Sequestration – we use the US Forest Service 100-year average carbon storage estimates approach.

## **VERIFICATION**

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

[» back to top](#)

## **DOWNLOADS**

Although we encourage visitors to explore our sustainability report using the online functionality, we provide downloads of our current and previous years' reports for those who need a PDF. The PDFs are screen captures of our website and not formatted as published documents.

2014 Sustainability Report*	3/3/2016	<a href="#">Download</a>
2013 Sustainability Report*	6/11/2014	<a href="#">Download</a>
2012 Sustainability Report*	8/20/2013	<a href="#">Download</a>
2011 Sustainability Report	7/17/2012	<a href="#">Download</a>
2010 Sustainability Report	8/9/2011	<a href="#">Download</a>
2009 Sustainability Report	9/30/2010	<a href="#">Download</a>

\*Does not have attachments or PDFs linked from live site

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## GRI CONTENT INDEX

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

G4-1	Statement from CEO
G4-2	Description of key impacts, risks, and opportunities
G4-3	Name of the organization
G4-4	Primary brands, products, and/or services
G4-5	Location of headquarters

- G4-6 Number of countries where the organization operates and names of countries with major operations
- G4-7 Nature of ownership and legal form
- G4-8 Markets served
- G4-9 Scale of the organization
- G4-10 Breakdown of workforce
- G4-11 Coverage of collective bargaining agreements
- G4-12 Description of organization's supply chain
- G4-13 Significant changes during the reporting period
- G4-14 Addressing the precautionary approach
- G4-15 External charters, principles, or initiatives endorsed



G4-27	Response to key topics and concerns raised
G4-28	Reporting period for information provided
G4-29	Date of most recent previous report
G4-30	Reporting cycle
G4-31	Contact point for questions
G4-32	GRI 'In Accordance' option and GRI Context Index
G4-33	Policy and practice regarding seeking external assurance of sustainability report
G4-34	Governance Structure
G4-35	Process for delegating authority for sustainability topics
G4-36	Executive-level positions with responsibility for sustainability topics
G4-37	Process for consultation between stakeholders and highest governance body on sustainability
G4-38	Composition of highest governance body and its committees
G4-39	Position of the Chair of the highest governance body
G4-40	Nomination and selection process for highest governance body and its committees
G4-41	Process for highest governance body to ensure conflicts of interest are avoided
G4-42	Role of highest governance body's and senior executives' roles in development, approval, and updating of

- G4-43 Measures taken to enhance the highest governance body's collective knowledge of sustainability
- G4-44 Process for evaluation of highest governance body's performance with respect to governance of sustainability
- G4-45 Role of highest governance body's role in identification and management of sustainability impacts
- G4-46 Role of highest governance body's role in reviewing the effectiveness of risk management processes
- G4-47 Frequency of highest governance body's review of sustainability impacts, risks and opportunities
- G4-48 Highest committee or position to formally review and approve sustainability report
- G4-49 Process for communicating critical concerns to the highest governance body
- G4-50 Nature and total number of critical concerns communicated to highest governance body
- G4-51 Remuneration policies for highest governance body and senior executives
- G4-52 Process for determining remuneration
- G4-53 How stakeholders' views are sought and taken into account regarding remuneration
- G4-54 Ratio of total annual compensation for highest paid individual to median annual total compensation
- G4-55 Ratio of percentage increase regarding G4-54
- G4-56 Description of values, principles, standards and norms of behavior
- G4-57 Internal and external mechanisms for seeking advice on ethical and lawful behavior and matters
- G4-58 Internal and external mechanisms for reporting concerns about unethical or unlawful behavior

G4-DMA

- G4-EC1 Direct economic value generated and distributed
- G4-EC2 Risks and opportunities due to climate change
  
- G4-EC3 Coverage of the defined benefit plan obligations
  
- G4-EC4 Financial assistance received from government
  
  
- G4-DMA
  
  
- G4-EN1 Materials used by weight or volume
  
  
- G4-EN2 Percentage of materials used that are recycled input materials
  
  
- G4-DMA
  
  
- G4-EN3 Energy consumption within the organization
- G4-EN4 Energy consumption outside the organization
- G4-EN5 Energy intensity
- G4-EN6 Reduction of energy consumption
- G4-EN7 Reductions in energy requirements of products and services

G4-DMA

G4-EN8 Total water withdrawal by source

G4-EN9 Water sources significantly affected by withdrawal of water

G4-EN10 Percentage and total volume of water recycled and reused

G4-DMA

G4-EN11 Sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity

G4-EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas

G4-EN13 Habitats protected or restored

G4-EN14 Total number of IUCN Red List species and national conservation list species with habitats in protected areas

G4-DMA

G4-EN15 Direct GHG emissions (Scope 1)

G4-EN16 Energy indirect GHG emissions (Scope 2)

G4-EN17 Other indirect GHG emissions (Scope 3)

G4-EN18 GHG emissions intensity

G4-EN19 Reduction of GHG emissions

G4-EN20 Emissions of ozone-depleting substances

G4-EN21 NO<sub>x</sub>, SO<sub>x</sub>, and other significant air emissions

G4-DMA

G4-EN22 Total water discharge by quality and destination

G4-EN23 Total weight of waste by type and disposal method

G4-EN24 Total number and volume of significant spills

G4-EN25 Weight of transported, imported, exported, or treated waste deemed hazardous under the terr

G4-EN26 Identity, size, protected status, and biodiversity of water bodies and related significantly affect

G4-DMA

G4-EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with

G4-DMA

G4-EN31 Total environmental protection expenditures and investments by type

G4-DMA

G4-EN34 Number of grievances about environmental impacts filed, addressed, and resolved through fo

G4-DMA

G4-LA1 New employee hires and employee turnover

G4-LA2 Benefits provided to full-time employees not provided to other employees

G4-LA3 Return to work and retention rates after parental leave

G4-DMA

G4-LA4 Minimum notice periods regarding significant operational changes

G4-DMA

G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safe

G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total

G4-LA7 Workers with high incidence or high risk of diseases related to their occupation

G4-LA8 Health and safety topics covered in formal agreements with trade unions

G4-DMA

G4-LA9 Average hours of training per year

G4-LA10 Programs for skills management and lifelong learning that support the continued employability

G4-LA11 Percentage of employees receiving regular performance and career development reviews

G4-DMA

Composition of governance bodies and breakdown of employees per category according to gender

G4-DMA

G4-S03 Operations assessed for risks related to corruption and significant risk identified

G4-S04 Communication and training on anti-corruption policies and procedures

G4-S05 Confirmed incidents of corruption and actions taken

G4-DMA

G4-S06 Political contributions

G4-DMA

G4-S07 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

G4-DMA

G4-S08 Monetary value of significant fines and total number of non-monetary sanctions for non-comp

G4-DMA

G4-S011 Number of grievances about impacts on society filed, addressed, and resolved through formal

G4-DMA

G4-PR1 Percentage of significant product and service categories for which health and safety impacts a

G4-PR2 Number of incidents of non-compliance with regulations and voluntary codes concerning the

**NOTE:** We have made significant efforts to ensure the accuracy of the information in this report, but it has not been audited and is not guaranteed. This report is not intended to be a solicitation or advertisement for the sale of Weyerhaeuser products and it cannot be relied upon for such purposes.

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One hundred percent of our timberlands are certified to sustainable forestry standards:

- Our North American timberlands are independently certified to the requirements of the Sustainable Forestry Initiative®
- Forest Management Standard.
- The lands we manage in Uruguay are certified to the Uruguayan sustainable forestry standard, a system recognized by the Programme for the Endorsement of Forest Certification.

**>> View our timberlands certification data**

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## ENCOURAGING CERTIFICATION

We believe sustainable management practices will ensure healthy, abundant forests today and into the future. There are a number of forest certification programs available for use in the United States and Canada, including:

- **Programme for the Endorsement of Forest Certification:** PEFC is a global umbrella organization that evaluates and recognizes forest certification systems demonstrating compliance with PEFC principles. With more than 672 million acres of certified forests, PEFC endorses nearly 37 sustainable forest management standards worldwide.
- **Sustainable Forestry Initiative:** SFI is a nonprofit, independent certification system. Developed specifically for North America, SFI is the largest certification program in North America, with more than 280 million acres certified. SFI is recognized by PEFC.
- **American Tree Farm System:** The ATFS is the oldest and largest certification system for small, private landowners in the United States. Family forest landowners own nearly two-thirds of commercial U.S. forestlands. Approximately 22 percent of our wood fiber comes from ATFS-certified family forest owners. ATFS is recognized by the SFI standard.
- **Canadian Standards Association Sustainable Forest Management:** CSA is Canada's official national standard for sustainable forest management. Widely adopted by major industrial forestland managers in Canada, this standard addresses Canada's unique cultural and land-ownership issues. CSA is recognized by PEFC.
- **Forest Stewardship Council International:** FSCTM International sets national and regional standards for multiple independent certifiers throughout the world. FSCTM International has approximately 465 million certified acres worldwide, with 35 million acres in the United States. FSCTM International recognizes other FSCTM standards but is not recognized by PEFC.

Today, only 11 percent of the world's forests are certified, with the vast majority of the certified acreage in the Northern Hemisphere. In the tropics, where deforestation prevention was a main reason for the original emergence of forest certification systems, only about 2 percent of forests are certified.

[» View our forest certification certificates](#)

## MULTIPLE CERTIFICATION SYSTEMS

We are a strong supporter of the Sustainable Forestry Initiative. SFI is a consistent, science-based standard that allows us to offer a reliable supply of quality, certified products at competitive prices. Our decision to choose the SFI standard has support from our customers worldwide.

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

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

### GIVE US YOUR FEEDBACK

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## OUR TREES ARE NOT GENETICALLY ENGINEERED

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

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

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## YOU MAY ALSO BE INTERESTED IN:

- [Our Sustainable Forestry Policy](#)
- [Our sustainable forestry practices](#)
- [Fiber sourcing and chain-of-custody certification](#)
- [Our Human Rights Policy](#)
- [Our commitment to developing and maintaining positive relationships with indigenous communities](#)

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Our Product Environmental Profiles summarize the environmental attributes of our most popular products — from raw material sourcing, including certification information, to manufactured products. Select an image below to view the information we provide for each product.

**>> [Read our full methodology for producing these profiles.](#)**

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Product Environmental Profile

**ABSORBENT PULP**



Product Environmental Profile

**PAPERGRADE PULP**



Product Environmental Profile

**LIQUID PACKAGING**



Product Environmental Profile

**PUBLISHING & PRINTING PAPERS**



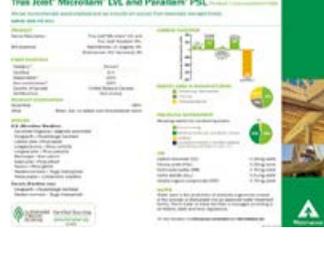
Product Environmental Profile

**SOFTWOOD LUMBER**



Product Environmental Profile

**MICROLLAM & PARALLAM**



Product Environmental Profile

**TIMBERSTRAND & OSB**



Product Environmental Profile

**TRUS JOIST I-JOISTS**



## ENVIRONMENTAL PRODUCT DECLARTIONS

The American and Canadian Wood Councils developed industrywide **environmental product declarations** for six wood products that we manufacture: softwood lumber, softwood plywood, oriented strand board, glue laminated timbers, laminated strand lumber, and medium density fiberboard. These third-party-verified environmental product declarations are based on life-cycle assessment results from North American wood products data and include raw material extraction through the manufacturing process.

Life-cycle assessment is a methodology to quantify certain internationally recognized environmental impacts and energy-consumption data of a product or service for some or all of a specified portion of a product's life cycle. Environmental product declarations are the standardized (ISO 14025) way to communicate life-cycle assessment results about a particular product or service. Sustainable forest management certification can complement the information in wood product environmental product declarations by addressing parameters not covered in a life-cycle assessment, such as biodiversity conservation, protection of wildlife habitat and soil and water quality.

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## YOU MAY ALSO BE INTERESTED IN:

- [Our Safety Data Sheets](#)
- [The innovative products we make](#)
- [How our products support green building](#)

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▫ [Product Environmental Profiles](#)

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Just over one-third of our wood supply (logs and chips) comes from our own certified timberlands. We buy another third from other certified forests and the rest primarily from small noncertified forests located near our mills.

Whether certified or not, it's important to us that all of the wood used to make our products comes from legal, noncontroversial and sustainable sources. We achieve this through SFI fiber sourcing and chain-of-custody certification.

## **FIBER-SOURCING CERTIFICATION**

We certify all our manufacturing facilities and label most of the forest products we make in North America to the SFI Fiber Sourcing Standard, a third-party certification that supports responsible forest management and fiber procurement not only on SFI-certified lands but also on uncertified lands. This certification requires that we:

- Use trained loggers.
- Engage in outreach and education with forest owners on sustainable forestry practices.
- Support scientific research to broaden the practice of biodiversity.
- Require our suppliers to follow best management practices.

Through its Fiber Sourcing Standard, the SFI program stands apart from other independent forest-certification programs by providing assurance that the fiber we use, certified or not, comes from responsible noncontroversial

and sustainable sources. By certifying our manufacturing facilities to this standard, we demonstrate to our customers that we work with all of our suppliers — the majority of whom are small family forest owners — to encourage broader implementation of sustainable forest management practices.

We also have a purchasing preference for wood certified under the American Tree Farm System, targeted at family forest owners and recognized as a functional equivalent by SFI and PEFC.

[» View our data related to promoting sustainable forestry](#)

[» View our fiber-sourcing certificates](#)



OUR WOOD SUPPLY IS  
LEGAL, NONCONTROVERSIAL,  
AND SUSTAINABLE



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## Encouraging Legally Sourced Wood

It is our longstanding policy and practice to ensure that we and our fiber suppliers comply with all laws and that our procurement practices do not cause or encourage the destruction of forest areas at risk of loss due to illegal and unsustainable practices.

We do not knowingly purchase or use wood, wood fiber or products for distribution that originate from illegal logging. We conduct a due-diligence assessment and document the species and country of origin of our products on our [Product Environmental Profiles](#). Our responsible fiber sourcing practices are guided by our [Wood Procurement Policy](#).

We also maintain compliance with domestic and international laws related to the use of illegal timber, including the Lacey Act in the United States and the European Timber Regulation. The Lacey Act, amended in 2008, combats global trafficking in illegally taken wildlife, fish and plants, as well as illegally sourced wood and wood products. The European Timber Regulation was adopted by the European Union in 2013 and, like the Lacey Act, makes it unlawful to trade in wood from illegal sources.

## CHAIN-OF-CUSTODY CERTIFICATION

While all of our fiber comes from responsible sources, not all of it is certified. Certification systems offer chain-of-custody certification for tracking the certified volume of fiber entering a facility. This ensures all claims and labels related to certified content are accurate.

Chain-of-custody certification is often misunderstood as a guarantee that the fiber in a specific product comes from certified sources. Instead, chain of custody is a documentation process that uses credit-based accounting to track the percentage of certified fiber coming into a mill. This allows our mills to provide customers with chain-of-custody claim statements identifying the amount of certified content contained in a shipment. Our senior management team is committed to implementing chain-of-custody at selected sites and, while those sites are certified, maintaining chain of custody requirements in accordance with applicable standards.

For example, in a mill where 70 percent of the total volume of material entering is certified, the chain-of-custody standards allow products sold to either have a claim statement and label stating that the products are 70 percent certified or have a claim statement and label for 70 percent of the products sold stating that those products are made from 100 percent certified fiber.

In addition to tracking certified and noncertified volumes entering a mill for the purposes of claims and labels, chain-of-custody standards require participants to implement due-diligence systems or risk assessments to avoid noncertified raw materials coming from illegal or irresponsible sources.

All our cellulose fibers mills and several wood products facilities, export log facilities and other selected manufacturing facilities are certified to SFI, PEFC or FSCTM chain-of-custody standards, as well as the SFI Fiber Sourcing and FSCTM Controlled Wood standards.

Our certified operations are audited by independent third parties to verify the operations satisfy the requirements of the standards.

[» View our chain-of-custody certificates](#)

[» Read our FSC™ Controlled Wood Declaration](#)

---

## YOU MAY ALSO BE INTERESTED IN:

- [Environmental profiles for our products](#)
- [Forest certification](#)

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[Fiber Sourcing & Chain of Custody](#)

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## **WE CREATE OUR OWN ENERGY**

Making our products is energy-intensive. Fortunately, we meet 80 percent of our energy needs by using renewable and carbon-neutral biomass fuels such as bark, wood residuals and other organic byproducts of our manufacturing process. Quite simply, we turn our residuals into energy — a double win for our bottom line and the environment.

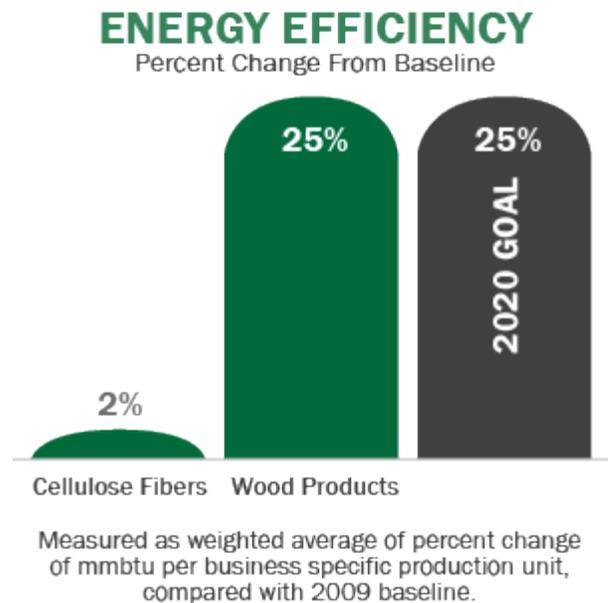
## **WE IMPROVE ENERGY EFFICIENCY**

For the remainder of our energy needs, we purchase electricity and fuel to power our mills. As part of the Department of Energy's Better Plants Program, we committed to reducing energy intensity at our wood products facilities in the U.S. and at our cellulose fibers facilities in North America by 25 percent between 2009 and 2020. Energy intensity is a measure of energy used for each unit of product produced.

In 2015, with a 25 percent reduction in energy intensity so far, our wood products facilities are on track to meet our 2020 goal. Cellulose fibers facilities increased 2 percent due to lower production levels last year compared to the baseline of 2009 and also an outage at our Flint River facility due to an energy optimization project.

**>> [View our energy data](#)**

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## HOW IMPROVEMENT HAPPENS

Some gains are simple, like turning off lights and equipment not in use, while others require capital investments to upgrade to new equipment or modify existing machinery. Our capital improvements need to perform double duty, introducing energy savings but also production efficiencies.

In addition to process changes, sharing of best practices and employees who act as "energy champions" at our sites, some of our recent or planned investments include:

- Adding new continuous-drying kilns, which unlike older batch kilns do not have to be fired up and cooled down.
- Improving systems for concentrating black liquor to burn more efficiently.
- Increased capacity for on-site biomass generation.
- Adding heat-recovery systems to boiler flues to recover more heat energy.
- Upgrading recovery boilers to operate under higher pressures.
- Replacing inefficient steam-powered chillers with more efficient electrical chillers.
- Installing LED lights.

## WE PROVIDE GREEN ENERGY

In addition to creating our own energy, we are a supplier of green energy. A few examples:

- **Powering Others** — We sell some of our biomass-based, renewable energy (in the form of Renewable Energy Credits) back to the market, helping make green energy more accessible to power grids across North America.
-

**Wind Power** — As part of our merger with Plum Creek, our wind lease programs have the potential to provide growing, long-term royalty revenues with minimal impact to ongoing timberland operations. We lease land or grant easements to wind power developers and currently host two operating wind farms, with another two currently under construction. Additionally, another three projects are scheduled to begin construction in 2017, with several other projects in the assessment and wind-resource testing stage. According to the American Wind Energy Association (AWEA), wind power was the top source for new electric generation capacity in the United States in 2015. Costs of wind-generating equipment and resultant power costs from wind power generation have dropped over the last six years. As a result, electrical power from wind generation is cost-competitive, even with today's low costs of conventional fuels. Interest from developers in new sources of wind power generation on Weyerhaeuser land has been continuous and is increasing.

- **Geothermal Exploration** — Geothermal energy production utilizes the earth's natural heat for sustainable and renewable power generation. AltaRock Energy and Ormat Technologies continue to explore options for geothermal energy on our land in the states of Oregon and Washington.

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## YOU MAY ALSO BE INTERESTED IN:

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- [How we use our residuals and reduce our waste](#)
- [Water use and quality](#)
- [Air emissions](#)
- [Our sustainability goals and progress](#)

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## **CARBON SEQUESTRATION**

We believe growing forests (which absorb carbon) and making forest products (which store carbon) are part of the solution for addressing the global challenges posed by climate change.

Our more than 26 million acres of sustainably managed forests absorb millions of metric tons of carbon dioxide from the atmosphere as they grow, and much of the carbon stored in the harvested trees continues to stay captured in our products during their useful lives.

## **REDUCING GREENHOUSE GAS EMISSIONS**

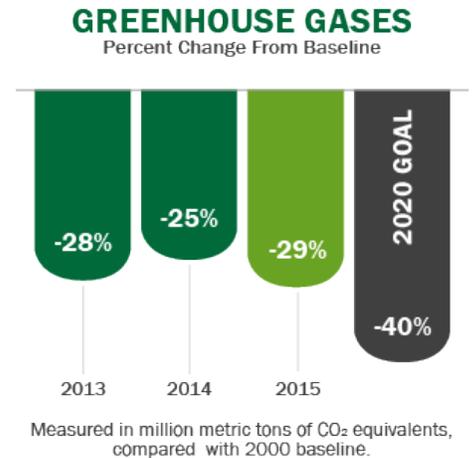
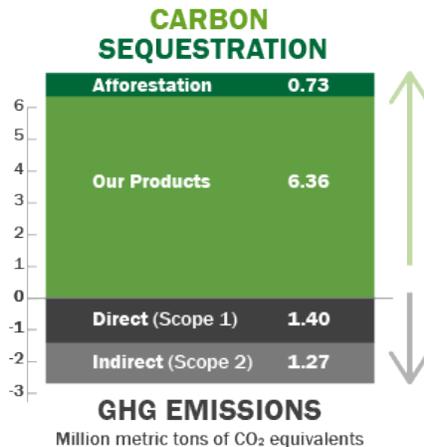
We're also committed to reducing our greenhouse gas emissions and limiting our use of fossil fuels by using carbon-neutral biomass for our energy needs. Our goal is to reduce our greenhouse gas emissions 40 percent by 2020 compared with 2000 levels. By the end of 2015, our total (or absolute) greenhouse gas emissions decreased by 29 percent from 2000, driven by consolidating operations to our higher-efficiency mills and replacing fossil fuels with carbon-neutral biomass fuels.

When we originally set our reduction goal in 2002, we were anticipating capital upgrades to fossil-fuel boilers in some of our large mills that have since been sold. In light of our 2016 merger with Plum Creek and the announcement that our Cellulose Fibers business is under strategic review, we will be revisiting our 40 percent reduction as part of a broader strategic sustainability review. We may explore potential realignment or

adjustment based on the evolution of our portfolio, but our commitment to reducing greenhouse gases will remain.

[» View our greenhouse gas data](#)

[» View our greenhouse gas methodology](#)



## PROVIDING SOLUTIONS FOR THE GROWING BIOENERGY MARKET

Wood fiber from forests can be used as a feedstock in bioenergy facilities to produce renewable energy. It includes lower-value material from forest harvesting operations, such as small-diameter trees from thinning, treetops, limbs and bark. Higher-quality sawlogs are typically used to make wood products like lumber, as it is not economical to use sawlogs for energy production. Forest biomass offers a low-carbon energy solution compared with fossil fuel alternatives while keeping forests healthy by protecting them from insects, disease and wildfire.

Renewable energy producers (such as wood pellet plants) need a steady supply of sustainably produced wood fiber for their facilities. We use our expertise to provide these producers a fiber sourcing and supply chain solution consistent with sustainable forestry practices.



**READ OUR CASE STUDY:  
SOIL RESEARCH AND  
LONG-TERM TIMBER  
HARVESTING**

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## **BIOMASS CARBON NEUTRALITY AND CLIMATE POLICY**

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

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

Internationally accepted accounting such as by the United Nations Intergovernmental Panel on Climate Change acknowledges that the combustion of wood biomass for energy from countries with sustainable forest inventories, such as the United States, does not increase atmospheric carbon.

We are active in the policy discussion regarding climate change and renewable energy. We support the USDA's 10 Building Block Strategy for Climate Smart Agriculture and Forestry as a path for the U.S. to reduce GHG emissions from these sectors. We believe climate change-related public policies that are based on sound science, set clear performance objectives and standards, and leverage free-market economics can achieve beneficial change with respect to energy security and greenhouse gas emissions.

We support policies that:

- Recognize that managed forests and wood products are part of the solution.
- Recognize carbon dioxide emissions resulting from the combustion of biomass and biomass-derived fuels as carbon neutral.
- Ensure that energy-intensive manufacturers are not at a competitive disadvantage in international markets.
- Incentivize and recognize combined heat and power cogeneration facilities for their inherent energy efficiency.
- Establish a robust domestic and international market-based program that recognizes and allows credit for the sequestration and storage of carbon through reforestation, afforestation, avoided deforestation, harvested wood products and forest management projects.
- Provide credit for early actions, such as those taken over the past decade, that reduce GHG emissions or increase sequestration of atmospheric carbon dioxide.

## **RISKS AND OPPORTUNITIES**

Climate change-related risks we currently assess include:

- Public policy choices concerning biomass.
- Proposals for carbon legislation at the federal, regional and state levels in the United States and Canada, as well as international climate change agreements.
- The cost of energy and the definitions of renewable energy forms, such as biomass.
-

Physical risks of climate change, including changes in temperature and precipitation and the variability of disturbance events such as fire, flood and hurricanes, which could affect the forests we own and manage.

Opportunities we may pursue include:

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

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

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## YOU MAY ALSO BE INTERESTED IN:

- [Our energy-efficiency improvements](#)
- [How we use our residuals and reduce our waste](#)
- [Air emissions](#)
- [Water use and quality](#)
- [Environmental profiles for our products](#)
- [Our sustainability goals and progress](#)

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[Climate Change & Biomass](#)

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Most of our air emissions come from burning fuel to produce energy and from recovering chemicals used in the pulping process. Other airborne chemicals are released during the production of wood and pulp products. We're proud of our steadily reducing air emissions over the past few decades. Between 2000 and 2010 we lowered our sulfur dioxide emissions by more than 55 percent, particulate matter by 49 percent and volatile organic compounds by 33 percent. More recently, from 2014 to 2015, sulfur dioxide emissions decreased by 20 percent, particulate matter decreased by 6 percent, and volatile organic compounds increased by .5 percent.

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**READ OUR CASE STUDY:  
DOING MORE WITH  
CONTINUOUS DRY KILNS**

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We remain committed to sharing our **companywide air-quality data** and continue to work on additional reductions, including significant upgrades to many of our facilities to comply with new regulations limiting hazardous air pollutant emissions from boilers and process heaters. Many of our improvements are the result of process modifications and the use of lower-emitting additives as well as pollution-control equipment that captures or destroys significant amounts of emissions. In 2015, we made additional capital investments at several of our mills to continue to reduce our air emissions — including cleaner-burning units, energy optimization and upgrades to emission control systems.

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- [Our energy-efficiency improvements](#)
- [How we use our residuals and reduce our waste](#)
- [Water use and quality](#)
- [Chemical use and our reporting](#)
- [Environmental profiles for our products](#)
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Healthy, productive forests are some of nature's best water managers. The trees, plants and soil absorb falling rain and snow, allowing a forest to capture and slowly release clean water into the many streams, rivers and groundwater systems in its watershed.

We believe our world needs a clean and abundant water supply to sustain populations, support ecosystems and maintain a stable global economy. We're in the right business to help meet this need. The more than 27 million acres of timberlands we manage worldwide are critical to providing clean water to communities downstream from our forests and to the larger water cycle. We don't take this responsibility lightly.



**READ OUR CASE STUDY:  
SALAMANDERS THAT  
CALL OUR FORESTS  
HOME**

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## REDUCING WATER USE

Making our cellulose fiber products requires a lot of water in the manufacturing process, most of which is reused internally in our mills and then returned, clean, to the original water source. A small amount is actually used (or consumed) during the manufacturing process.

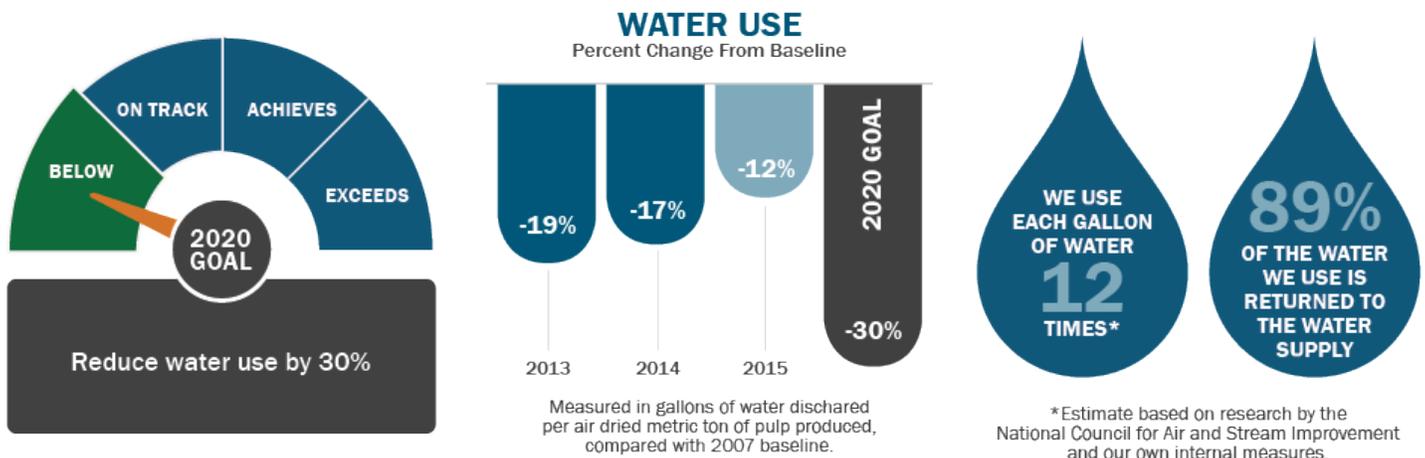
Still, we are committed to reducing our water use in our mills. We focus our efforts on our cellulose fibers facilities, by far the largest water users in our company. Since 2007, these facilities have reduced water discharge per ton of pulp produced (our metric for water use) by 12 percent. To meet our goal of 30 percent reduction by 2020, our mills will likely require continued capital investments, such as upgrades to cooling towers, and continued process improvements. Some of these investments may also help our facilities save energy by not having to heat as much water, which can translate into direct financial savings as well. A triple win.

Even with a focus on water efficiency and process improvement, in 2015 our manufacturing facilities experienced an increase in total water discharge. This increase was primarily due to separate facilities that:

- Increased freshwater usage to meet a quality requirement.
- Experienced a temporary open valve.
- Withstood huge rain events and thus diverted an unusual amount of stormwater into our wastewater-treatment system.
- Diverted a large quantity of effluent to avoid a water quality issue.

We will continue to stay focused on reducing water use where possible, weighing product- and water-quality requirements.

### View our water-use data



## IMPROVING WATER QUALITY

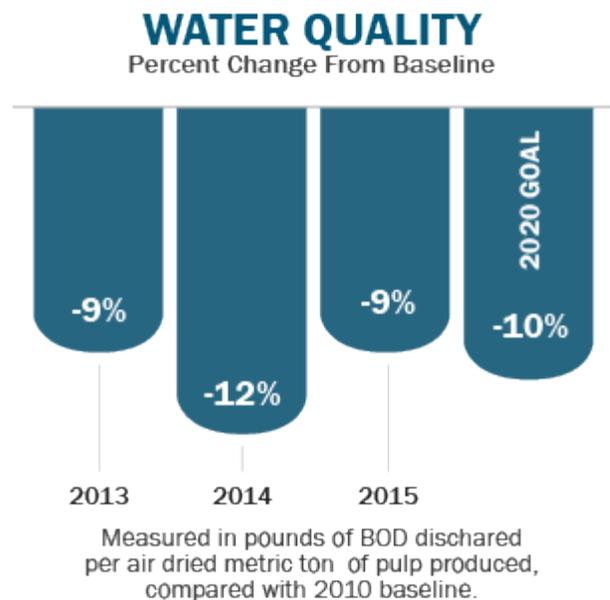
Water quality begins in our forests. We protect water quality by grading and maintaining roads to channel runoff

to the forest floor (which keeps silt away from streams), building culverts and bridges to allow fish passage, and seeding exposed road banks with grasses to prevent erosion. We also have robust research and monitoring programs in place to ensure forest management practices do not harm water quantity or quality. Over the past few years, we've invested millions of dollars for road improvements on our western timberlands to separate our road network from the stream network, resulting in improved fish passage and habitat as well as water quality.

Our manufacturing facilities treat wastewater on-site or discharge water to public treatment facilities to remove pollutants. The wastewater we discharge must meet stringent monitoring and quality-limit requirements. Some examples of our wastewater treatment include engineered wetlands, treated wastewater holding ponds to allow controlled flow to better protect receiving water quality, and injection of high-purity oxygen into treated wastewater.

Similar to our water use, we focus most of our water-quality efforts on our cellulose fiber manufacturing facilities. Our facilities are committed to reducing biological oxygen demand (BOD) in wastewater discharge by 10 percent per ton of pulp production by 2020 compared with 2010 levels. BOD measures the amount of oxygen required to decompose organic materials in wastewater and is a standard measure of water quality in our industry. By the end of 2015, our mills achieved a 9 percent reduction in BOD per ton of production compared with 2010. This is an increase in BOD from the previous year, but we still believe we are on track for achieving our 2020 goal.

[» View our water quality data](#)



**YOU MAY ALSO BE INTERESTED IN:**

□

## Our commitment to reducing greenhouse gas emissions

- [Our energy efficiency improvements](#)
- [How we use our residuals and reduce our waste](#)
- [Air emissions](#)
- [Environmental profiles for our products](#)
- [Our sustainability goals and progress](#)

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Waste is not a word we use often. 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 our oriented strand board. We also generate a substantial amount of energy from wood residuals (which we call biomass fuels). And we actively seek partners and customers to use our wood residuals, who in turn create other useful products. We don't let much go to waste.

Combined, our efforts add up. In 2015, more than 21 billion pounds of our residuals were reused, recycled or diverted from landfills. This amounts to 97 percent of our waste and residuals being beneficially reused or recycled.

We work to continuously increase our diversion rates, which is why we set an initial goal to reduce the amount of material we send to landfills by 10 percent (for every unit of production) by 2020 compared with a 2010 baseline. We've seen fluctuation in our annual numbers as a result of the relatively small amount of landfill-bound waste we produce, as well as the irregularity of when we send ash to landfills. Ash is produced at facilities burning biomass residuals for energy.

In 2015, we determined that our data-collection capabilities improved significantly since our initial baseline measurement in 2010. We don't have the ability to update our original baseline with historical data, so we've set a new baseline of 2015 with the same goal of reducing waste to landfill by 10 percent by 2020. Given the greater accuracy in measurement, we'll explore whether we should adjust our target to better reflect opportunities for improvement.

We undertook new boiler and kiln projects in 2015 to improve energy efficiency. This resulted in a one-time increase in waste at multiple sites. In addition, multiple sites performed cleanup activities that contributed to an overall increase. We'll continue to pursue our reduction goal by identifying alternative uses for our residuals and waste.

[» View our residual and waste data](#)



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- [Our commitment to reducing greenhouse gas emissions](#)
- [Our energy-efficiency improvements](#)
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Our chemical management program works hand in hand with our **product stewardship program**, where we integrate environmental, health and safety considerations into our products, from product design to end of life.

## REDUCING RISK

Companywide, we focus on reducing chemical risk through:

- Use of a comprehensive local chemical-approval process where potential new chemicals are thoroughly reviewed and any needed controls determined prior to local approval and use.
- Reducing or eliminating the overall number of chemicals used in our operations, including certain high-risk chemicals and products containing chemicals, such as PCBs, asbestos, lead-based paints and certain aerosols.
- Seeking less-hazardous substitutes for chemicals and implementing their use across our company.
- Continuing our chemical-reduction efforts through improved inventory management of all chemical products and better **Safety Data Sheet** management.
- Use of a companywide database for all safety data sheets and labels for hazardous chemicals, accessible to all employees.

## TRANSPARENT REPORTING

Annually, we publicly report the release of certain chemicals into the air, water and land under the **U.S. Toxic Release Inventory** (search for "Facility Name" containing "Weyerhaeuser") and the **Canadian National**

**Pollutant Release Inventory** (search for "Weyerhaeuser" in "Facility Name"). With rare exceptions, these are lawfully permitted releases that are made in a controlled fashion after steps have been taken to reduce the emissions and mitigate their effects. Both inventories mandate that we report total emissions without regard to changes in production levels.

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

- Kenora Timberstrand Toxic Substance Accounting for **2010, 2011, 2012, 2013** and **2014, 2015**.
- Kenora Timberstrand Toxic Substance Reduction Plans for **2011** (cadmium, formaldehyde, methanol and zinc) and **2012** (carbon monoxide, nitrogen oxide, phosphorus, MDI, pMDI, total particulate matter, particulate matter < 10 microns [PM10], and particulate matter < 2.5 microns [PM2.5]).

## **YOU MAY ALSO BE INTERESTED IN:**

- **Our commitment to reducing greenhouse gas emissions**
- **Our energy-efficiency improvements**
- **Air emissions**
- **Water use and quality**
- **Our approach to product stewardship**
- **Our sustainability goals and progress**

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When it comes to homes, schools, offices and other buildings, wood is a renewable and sustainable choice. The benefits of wood construction reflect the important role working forests play in both protecting the environment and sustaining rural communities. Through responsible management, our working forests make an important contribution to addressing climate change through carbon capture while providing a perpetual supply of timber.

**Wood is a natural, renewable resource.** Wood grows naturally and is a renewable product of sustainably managed working forests. As trees are harvested for wood products, the trees are replanted or naturally regenerated within five years.

**Wood products store carbon.** Forests remove — or sequester — carbon from the atmosphere and store it in wood, roots, limbs and leaves. That carbon remains stored in wood products, like building materials and other goods used by people every day.

**"Wood products are manufactured from renewable raw material; they are reusable and biodegradable, and they continue to store carbon throughout their lifetimes. These characteristics make wood an excellent alternative to many of the material that are now widely used in construction and consumer goods, which leave a much larger 'carbon footprint' and include concrete, steel, aluminum and plastic. Increasing**

**production and consumption of wood products will therefore be part of a sustainable future."**

— United Nations Food and Agriculture Organization

**Wood products have less embodied energy.** Trees grow by harnessing energy from the sun, and lumber and engineered wood products require far less energy to manufacture than non-wood products. Independent life-cycle assessments from the **Consortium for Research on Renewable Industrial Materials** substantiate the low energy-intensity of wood, compared with energy-intensive processes required to mine and manufacture other building materials.

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## **OUR SUSTAINABLE BUILDING PRODUCTS**

Our wood products enable our customers to meet their sustainable building objectives, including being eligible for credits under major green-building standards as well as software and support services to help builders meet the requirements of these standards. We provide:

- Innovative construction techniques, such as **NextPhase Site Solutions**, which can reduce job-site waste 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.
  - The first product line to receive a “green” designation from **Home Innovation Research Labs** (formerly the National Association of Home Builders Research Center) which is certified for use under the National Green Building Standard. As this standard continues to grow in popularity, we're proud to have been one of its earliest supporters and adopters.
  - The first wood products line independently certified by the ICC Evaluation Service under its innovative SAVE Program (Sustainable Attributes Verification and Evaluation).
  - Glacier Green™ and Glacier Clear™ MDF product lines, which meet a wide range of sustainable product standards, including Eco-Certified Composite Standard 4-11, LEED standards for new construction and major renovations, Green Globes® System Green Building Initiative credit support for new construction and major renovations, and the ICC 700-2012 National Building Standard for building materials and indoor environmental quality.
-

## TALL WOOD BUILDINGS

Architects and developers are increasingly exploring the possibilities of wood in taller buildings around the world. Innovations in building design and forest products using engineered wood products offer new opportunities for wood construction. Can you imagine a wooden skyscraper? Mass timber construction includes a variety of products that provide structural performance, carbon efficiency and resilience while linking urban sustainability solutions to rural economies.

In September 2015, U.S. Secretary of Agriculture Tom Vilsack announced the winners of the **U.S. Tall Wood Building Prize Competition**, which will support demonstration projects that feature the benefits of wood as a sustainable building material for tall wood buildings.

Innovative architect Michael Green has been widely recognized for his pioneering work in promoting the use of wood in buildings. His current projects include collaborating with Oregon State University on the **Oregon Forest Science Complex** which will both highlight design possibilities and host a wood innovation center. In his TED Talk below, he shares why wooden skyscrapers would benefit us all.

---

## YOU MAY ALSO BE INTERESTED IN:

- [Our Product Environmental Profiles](#)
- [Our Safety Data Sheets](#)
- [The innovative products we make](#)

▫ **Biomass carbon neutrality**

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## CASE STUDY: WORKING TOGETHER TO BUILD A SCHOOL – AND FUTURE

The saying “it takes a village” has special meaning in a small community like Hudson Bay, Saskatchewan. Recently, the town of 1,500 put that proverb into action as folks came together to raise funds for the new Hudson Bay Community School.

Several years ago, the provincial government announced the old Hudson Bay High School would be taken out of service and presented ideas for a new school. The community felt the design fell short and put together a plan that included enhanced drama and fine arts departments, an expanded mezzanine and an outdoor learning area. The plan also included an improved industrial arts center, which is an important feature of the new school. Even in today’s tough marketplace, there’s a lot of demand for skilled trade workers. This industrial arts center will give local students a good strong foundation for their future.

We awarded the school a Strategic Community Partnership grant. Our Strategic Partnership fund is designed to meet significant needs in our communities based on a certain set of criteria. Locations in the United States and Canada can compete for up to \$100,000 in grant money. Hudson Bay High School received \$100,000 over a two-year period, making it possible to expand the scope of its industrial arts center.

The department will be named the Weyerhaeuser Applied Trades Center in recognition of the company’s support and will offer classes in carpentry, electrical work, welding and other



trades.

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[Case Study: Working Together to Build a School – and Future](#)

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## CASE STUDY: VOLUNTEER EARNS GRANT

Volunteer of the Quarter recipient and Weyerhaeuser employee Dereck Warren is the kind of guy who gives you faith in people while also making you wonder if you're trying hard enough.

He's a diligent worker who's earned the respect of his boss. He's a volunteer firefighter. He serves as president of his local Chamber of Commerce in Broken Bow, Oklahoma. He volunteers with the Oklahoma chapter of the Ouachita Society of American Foresters. He's chairman of the forestry competition for the annual Owa-Chito Festival of the Forest (an event Weyerhaeuser has long supported). He's leading the effort to restore the educational "Tree Trail" at the Forest Heritage Center outside Broken Bow.

Hired out of college 10 years ago as a professional-development candidate, Dereck is a production forester in our Oklahoma timberlands. He and his colleagues work to get our land back into production after harvesting with site prep, tree planting, grass control, precommercial thinning and more.

"I think I was destined to be a forester because I like it so much," Dereck says. "We work hard, but when I'm in the woods with other foresters I'm just doing something I enjoy."

"Dereck is completely dependable and dedicated," says Rick Harder, Oklahoma area manager who nominated Dereck for the volunteer award.

It's that same desire to serve that motivates Dereck to work with the chamber, the forestry festival, his professional organization — and everything else.



As a recipient of our Volunteer of the Quarter Award, Dereck received a \$1,000 grant award to designate to the charity of his choice.

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## **HELP US FIND OUR UNSUNG HEROS**

### **Do you know a Weyerhaeuser employee who is making an impact in his or her local community?**

As we all know, volunteers are the heart of our communities. Weyerhaeuser is fortunate to have many individuals who take time to lend their time and talents to the places where we work and live. As a small token of appreciation, four times a year we recognize a Weyerhaeuser individual or team as our "Weyerhaeuser Volunteer of the Quarter" and award a \$1,000 WAVES grant to the nonprofit, school or civic organization of the recipient's choice.

We receive several nominations each quarter, so please be sure the "story" you tell is compelling and tells the selection committee why the person or team stands out. (The selection committee is likely hearing about your nominee, and her or his volunteer activities, for the first time.) Here are some helpful things to consider:

- How does this person's volunteer work benefit your local community?
- Does this person take initiative? Is your nominee innovative and creative in problem solving or finding solutions?
- How does this person inspire others?
- Does this person demonstrate selflessness and commitment to the project, program and to the community? Is your nominee committed for the long term?

All nominees must be active Weyerhaeuser employees.

## APPLICATION DEADLINES

- First quarter: January 30
  - Second quarter: April 30
  - Third quarter: July 30
  - Fourth quarter: October 30
- 

## ABOUT THE NOMINEE

**Weyerhaeuser volunteer nominated \***

**Weyerhaeuser location \***

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

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

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

**Other comments on this individual or team?**

## ABOUT THE PERSON SUBMITTING THE NOMINATION

**Name**

**Title**

**Organization**

**Email Address**

**Phone**

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## CASE STUDY: FEEDING HUNGRY KIDS

When employees at our distribution center in Phoenix set a goal, they like to go above and beyond meeting it. In October 2015, they demonstrated this in spades when they held a fundraiser for the Valley of the Sun United Way chapter.

Their goal was to raise \$3,000 to help feed hungry kids. When the campaign ended two weeks later, they had collected \$5,372. With around 30 employees, the average individual donation came to more than \$300.

All of our distribution centers do community service work as part of our health and safety programs. Employee donors here chose to help local kids whose families struggle to afford food.

After such a rousing success, it's little surprise that the Phoenix team is already looking ahead to the next fundraiser. They're also looking into other volunteer opportunities with United Way, such as packing food bags for kids and similar hands-on experiences.



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## LEARNING FROM TREES

We offer seedlings to groups that share our high standards of environmental responsibility and our appreciation for trees as a renewable resource. And our seedlings are spectacular!

We consider requests for seedlings from organizations that meet all these criteria:

- Located in the Seattle-Tacoma, Wash., area
- A nonprofit with 501(c)(3) tax-exempt status or from a public entity as described under section 170(c) of the Internal Revenue code
- Serving youth
- Will use the seedlings for a tree-planting project

Requests are subject to availability from **January 1 to April 15**. Interested groups should submit the online donation request application below.

**For additional information, please use the form below or contact:**

Seedling Request

Weyerhaeuser Company, EC2-2A8

P.O.Box 9777

Federal Way, WA 98063-9777

# CONTACT US

First Name \*

Last Name \*

Organization Name \*

Address \*

City \*

State/Province \*

Zip/Postal Code

Shipping Address (If different from above)

City \*

State/Province \*

Zip/Postal Code

Phone

Email

How many seedlings are you requesting for your project?

**Project Name**

**Date**

The following fields must be answered Yes to proceed.

Are you a nonprofit 501©(3) tax exempt or public entity as described under section 107© of the Internal Revenue code? \*

**Yes**

Are you located in the Seattle/Tacoma area? \*

**Yes**

Are you serving youth? \*

**Yes**

Are you organizing a tree planting project? \*

**Yes**

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## CASE STUDY: MEETING BASIC NEEDS

From 2012 through 2015, our employee volunteers donated more than 4 million diapers to families in need. Dubbed "Operation Diaper Drive," we worked with humanitarian nonprofit groups to distribute the collected diapers to those most in need.

Trees are nature's factories and one output from trees is pulp. Our foresters work to ensure the fiber from trees used to make pulp is grown and harvested on a sustainable basis so future generations can always rely on trees to meet basic human needs. Pulp is used as the absorbent core in products like baby diapers so the connection to our business, along with our volunteer efforts, is a perfect fit.

This mix of volunteering, corporate giving and a tie-in to products that come from the forest is just one example of how our company and our employees' contributions enhance the quality of life in our communities.



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## CASE STUDY: THE GREENING OF DETROIT

An innovative partnership among the Sustainable Forestry Initiative® (SFI®), Weyerhaeuser and a nonprofit organization called The Greening of Detroit (TGD) has developed over the past two years into a powerful force for sustainability in Michigan. The partnership is the brainchild of Weyerhaeuser Senior Forester Howard Lindberg, who is a member (and former chair) of the SFI State Implementation Committee (SFI SIC) in Michigan. TGD has been working since 1989 toward sustainable urban communities. The group's focus embraces tree planting, support for urban green spaces, community education, sustainable urban food production and job opportunities for youths and adults.

Lindberg began working with the organization's Citizen Foresters — trained volunteers who lead others in planting and tending trees around the city. Citizen Foresters have planted more than 85,000 trees since 1989. Each year, TGD brings 120 Detroit teens — known as the Green Corps — into the woods for a first-hand look at sustainable forest management and potential forestry careers. The Green Corps provides summer job opportunities for students aged 14 to 18, who help tend the city's trees, parks and greenways while learning job-hunting and financial literacy skills. On the field trip, participants traveled to the Grayling, Michigan, area to get a more complete view of what sustainable forestry means to their state. The students also toured an old-growth preserve, visited a logging museum and discussed how forest management has changed over time to address concerns such as reforestation and water-



quality protection.

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## CASE STUDY: ON THE TRAIL

The first of many new recreation trails in the Moosehead Region of Maine opened in August of 2015 before a crowd of more than 50 dignitaries, project partners and hikers who then headed up the Number Four Mountain trail on a guided hike. The opening ceremony — which included representatives from the state’s Bureau of Parks and Lands; Department of Agriculture, Conservation and Forestry; the Appalachian Mountain Club (AMC); Maine Conservation Corps; Moosehead Trails Planning Committee; and Weyerhaeuser — celebrated work done in 2014 and 2015 to redesign the trail and improve it with bog bridges and stone stairs where needed as well as new signage. The new Number Four Mountain trail is nearly two miles long and uses some of the 120 acres of trail easement provided for in the company’s Concept Plan for the region.

Trailhead improvements and a newly constructed trail to a viewpoint known as Eagle Rock also were completed last year. Other trails are being mapped to complete the trail network; plus a half-mile’s worth of canoe portage trails along the Moose River are currently in the works to enhance recreation associated with the Northern Forest Canoe Trail. These also make use of the Weyerhaeuser easement. While Weyerhaeuser provides much of the land for the trail network, the labor for the Number Four Mountain trail was provided by Maine Conservation Corps and AMC trail crews.



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## **A CORE VALUE**

**Our company vision** is supported by four core values: safety, integrity, citizenship and sustainability. Our values are not just words on a page; our people really do live them every day. As a company with more than 116 years under our belt, we've been at this a long time. Sustainability, quite simply, is the way we do business.

## **AN EVOLVING STORY**

Our company began replanting forests in the 1930s, long before it was common practice or required under forest practice rules. Over the last decade, we've planted more than 1 billion trees on our timberlands. And we harvest, on average, less than 3 percent of our timberlands each year. This means we are harvesting below the rate of growth, one of the basic tenets of sustainable forestry.

But today, sustainability means more than just planting trees.

For us, sustainability means balancing the needs of today with the needs of tomorrow to ensure longevity. Longevity of the natural resources we rely on, our company, our employees and our communities.

We do this by managing our environmental, social and governance impacts and performance together. We look for opportunities that meet all three spheres at the same time, not compromising one for the other. And we recognize that when all three spheres are managed well, our company performs better.

## OVERSIGHT

Our **board of directors' Governance and Corporate Responsibility Committee** provides oversight and direction on the company's sustainability strategy and annually reviews our sustainability performance and progress toward goals as well as key issues and trends.

This board oversight is supported by cross-functional staff, who identify opportunities, risks and external trends and provide recommendations to ensure optimum performance. Our senior management team reviews the effectiveness of our strategy and monitors results. Our Sustainability & Corporate Responsibility team provides structure and guidance for implementing our strategy, ensuring internal and external engagement, and reporting on our progress.

## WHAT'S IMPORTANT?

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

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

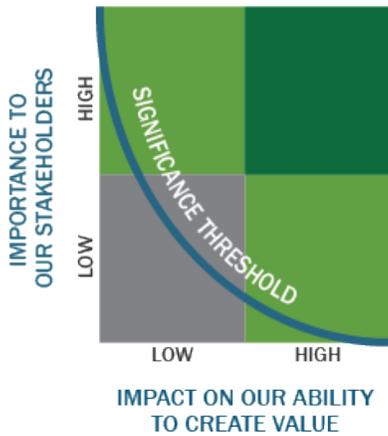
We are an integrated forest products company that primarily sells product directly to other companies. This means most of our topics are significant only within the boundaries of our company, as we do not outsource the making of our products or the management of our forests. For topics where we are reliant on entities outside of our own boundaries, we discuss our relationship with these suppliers in the relevant portions of the sustainability section of this website.

We share our sustainability performance exclusively online. This section of our website is updated annually and serves as our company sustainability report.

**>> Give us your feedback**

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## HOW WE DETERMINE SIGNIFICANT TOPICS



- Economic performance
- Ethical behavior
- New products and innovation
- Value and price
- Customer service
- Ease of doing business
- Land use management
- Reputation
- Tax regulations
- Chemicals
- Climate change and biomass
- Air emissions
- Water
- Biodiversity
- Health and safety
- Strategic transactions
- Giving back
- Recreational access

- Political involvement
- Diversity
- Employee and contractor retention
- Pay and benefits
- Training and education
- Human rights
- Environmental compliance
- Transportation
- Eco-labeling
- Green building
- Trade agreements
- Wildfire suppression

- Government assistance
- Indirect economic impacts
- Product use and disposal
- Supplier performance
- Raw materials
- Waste

## YOU MAY ALSO BE INTERESTED IN:

- [A message from our CEO](#)
- [Our Story](#)
- [Our sustainability goals and progress](#)
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## OUR COMMITMENT

We are committed to developing and maintaining positive relationships with indigenous communities wherever we operate. We work cooperatively with governments, including those of indigenous communities. Whether or not agreement on all matters is possible, we strive for proactive collaboration and mutual understanding. We expect consultation be carried out by all parties with good faith.



**READ OUR CASE STUDY:  
ON THE SAME  
PAGE WITH  
ENVIRONMENTALISTS**

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Additionally, we strive for a reasonable balance of the concerns of indigenous people with other social interests when evaluating the effect of any particular decision. We support having systems in place to address imbalances of power and capacity and provide for the fair, transparent resolution of disputes.

For example, in Canada, where we are a steward of public land, we work to support and sustain the role of indigenous peoples, including:

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

[» Give us your feedback](#)

## PARTNERING WITH OTHERS

We're also a member of the Forest Products Association of Canada, which works to strengthen aboriginal participation in Canada's forest sector through economic development initiatives and business investments, strong environmental stewardship and the creation of skill development opportunities, particularly targeted to First Nations youth.

We work with key contractors and suppliers to develop awareness around respectful workplace behavior and encourage them to ensure their workforces reflect the populations where they operate. Our policies address best practices for forest products companies' relationships with indigenous peoples, including:

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

## YOU MAY ALSO BE INTERESTED IN:

- [Our Human Rights Policy](#)
- [Our forest management in Canada](#)

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▫ [Indigenous People](#)

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