



SUSTAINABILITY

Balancing the needs of today and tomorrow

At Weyerhaeuser, sustainability is a core value and has been part of who we are for more than a century. 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 115 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
- Operation Diaper Drive
- Stakeholder Engagement

AWARDS & RECOGNITION FOR WEYERHAEUSER



SUSTAINABILITY

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

INTEGRITY

2009-2010, 2012-2015

SUSTAINABILITY

2011, 2014

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CEO MESSAGE

Our commitment to sustainability

WELCOME TO OUR SUSTAINABILITY REPORT

Every day, Weyerhaeuser employees work hard to make sure our company continues to thrive and grow — just like our forests. We discuss our progress here on our website, rather than publishing a printed report. We invite you to look around and learn more.

When Frederick Weyerhaeuser founded our company 115 years ago, he said: "This is not for us, nor for our children, but for our grandchildren."

He was talking about the timberland he had purchased, and the need to be responsible by replanting after harvest so our forests would last forever. He didn't use the word "sustainability" — no one did back then — but he did instill the concept of long-term thinking into our company DNA.

Today, sustainability is a core value at Weyerhaeuser and it means much more than planting trees, although we continue to do that as well, and have **planted nearly 350 million seedlings** in the last five years.



To us, sustainability means making smart choices that balance the demands of today with the needs of tomorrow to ensure our company lasts for another hundred years or more.

For all companies, that starts with being profitable. If our business is not successful, we will not endure, and we have made great progress in the last year to improve our financial performance through [relentless focus on operational excellence](#).

The work we do to improve efficiency and reduce cost often has an environmental benefit as well. We've set a number of goals in areas such as [waste reduction](#) (less volume to landfills), [energy-efficiency](#) (less reliance on fossil fuels), and [water-use reduction](#) (less heating and treating). Through these initiatives, we continue to make solid progress to [minimize our impact on the environment](#) in which we operate.

Perhaps most critical to our long-term success is the need to attract and retain the best and brightest talent. Weyerhaeuser has always attracted great people, and our voluntary turnover rate is very low, but like many companies, we're facing a retirement cliff. To ensure our internal talent bench is strong, we have intensified our focus on [people development](#). We believe the promise of great career growth as part of a winning team — built on a foundation of solid company values — is what will help us retain the talented employees we have today and attract new employees who are interested in making a difference.

It all comes back to our [company vision](#): Working together to grow a truly great company for our shareholders, customers and employees. To us, this means creating a great place to work, achieving great financial results and making a great contribution to society. Our goal is to do all three really well, all the time. When we accomplish that, we will be living up to the vision of our founder, who never used the word sustainability, but who certainly intended to build a company that would last.

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

Doyle R. Simons

President and CEO

Weyerhaeuser Company

YOU MAY ALSO BE INTERESTED IN:

- [Our approach to managing sustainability](#)
- [Our sustainability goals and progress](#)
- [More about our sustainability story](#)



OUR STORY

A truly great company

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

WHAT WE DO

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

WE PLANT AND CARE FOR TREES

In 2014, we planted 97 million seedlings, most of which were grown in our own nurseries. We use qualified tree-planting crews to ensure our seedlings are planted correctly and given the best possible chance for survival.

WE SUSTAINABLY GROW AND MANAGE FORESTS

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

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

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

WE RESPONSIBLY SOURCE MATERIALS

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

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

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

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

WE CREATE USEFUL PRODUCTS

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

YOU MAY ALSO BE INTERESTED IN:

- [A message from our CEO](#)
- [Our approach to managing sustainability](#)
- [Our sustainability goals and progress](#)
- [The innovative products we make](#)

- [Environmental profiles for our products](#)

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OUR APPROACH

Sustainability is how we do business

A CORE VALUE

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

AN EVOLVING STORY

Our company began replanting forests in the 1930s, long before it was common practice or required under forest practice rules. In just the past five years, we've planted 348 million trees on our timberlands. And we harvest, on average, less than two 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 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 staff in health and safety, environment, public affairs, and human resources who identify opportunities, risks and external trends and provide recommendations to ensure optimum performance. Our senior management team reviews the effectiveness of our strategy and monitors our results. Our Communications & Corporate Social 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. We do not outsource the making of our products or the management of our forests nor do we rely on numerous third parties to conduct our business. For topics where we are reliant on entities outside of our own boundaries, we discuss our relationship with these suppliers in the relevant sections 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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- [Our sustainability goals and progress](#)
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GOALS AND PROGRESS

Our journey to truly great

COMMITTED TO IMPROVEMENT

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

In 2010, we adopted a comprehensive sustainability strategy based on benchmarking, gap analysis and leadership engagement. Our strategy built upon our past sustainability performance with an expanded set of commitments integrated into our business planning and processes.

In 2014, we worked to align our goals with a new company vision. As a result, the goals you see below are fewer and more focused on our critical areas for improvement. This year, we will reassess a handful of our goals to ensure full alignment with our businesses and functional groups and work with our leadership to implement any necessary changes.

[» Give us your feedback](#)

2020 GOALS

WHAT WE MEASURE

Be injury-free	Recordable Incident Rate is less than Severity Rate (DART) is less than 20
Outperform competitors for each business	Total Shareholder Return
Improve ratio of ready-now candidates for critical positions	Per internal targets
Maintain or improve total workforce representation	Per internal targets
Certify timberlands to sustainable forestry standards	100% certified
Recognize ecosystem services and share publicly	Measured and published
Reduce greenhouse gas emissions by 40%	Absolute (total) GHG emissions fr
Improve energy efficiency by 25%	MMBTU per unit of production fro
Reduce water use by 30%	Gallons discharged per unit of pro
Reduce biological oxygen demand in wastewater by 10%	Pounds discharged in wastewater
Reduce waste sent to landfills by 10%	Tons per unit of production from 2

YOU MAY ALSO BE INTERESTED IN:

- [A message from our CEO](#)
- [Our approach to managing sustainability](#)
- [Our sustainability data](#)

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OPERATING ETHICALLY

Integrity is a core value

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 **8th 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 2014, we rolled out ethical leadership training, appointed a new chief compliance officer, created a compliance committee, and completed a U.S. legal risk assessment.

WE LISTEN

To report concerns or ask questions about potential violations of the code of ethics, company policies or the law, anyone can confidentially and anonymously call our EthicsLine at 800-716-3488 or use **Weyerhaeuser EthicsOnline**. These resources are managed by an independent company, and are available in many languages, 24 hours a day, seven days a week.

These 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 the board of directors' Audit Committee by contacting our corporate secretary at 253-924-2802.



**WEYERHAEUSER
CODE
OF ETHICS**
OUR REPUTATION
& SHARED RESPONSIBILITY
5TH EDITION

**SUPPLIER CODE OF
ETHICS**

**ANYONE CAN VISIT
WEYERHAEUSER
ETHICSONLINE.COM**

**OR CALL
800-716-3488**

CONFIDENTIAL
ANONYMOUS
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INTEGRITY IS A CORE VALUE

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. Our cross-business human rights working group assesses and enhances our existing policies, practices and programs. We track human rights concerns and report any major concerns to our board of directors.

We periodically review our human rights program against the Ruggie Framework and identify any due-diligence items, such as 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 to 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, risks of use and alternatives, and supply chain resilience.

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 for suppliers

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

Human rights

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

association.

Third-party certification of fiber sourcing

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

Additional assessment of foreign suppliers

As a member of the Customs-Trade Partnership Against Terrorism, we conduct risk assessments of our foreign suppliers. 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 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 to give stakeholders an objective, third-party analysis to judge whether a company is following responsible, sustainable forestry practices and effectively managing its environmental impacts.

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RISK MANAGEMENT

Disciplined processes

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 \(pages 96 -97\)](#) 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. A U.S. legal risk assessment was recently completed under the guidance of our chief compliance officer and shared with our senior management team.



SUSTAINABILITY

Our board of directors convenes 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 that is shared with our board of directors and senior management team.

ENVIRONMENTAL

Our environmental management systems provide a disciplined approach to implementing our core environmental policy and evaluating performance. As of December 31, 2014, 16 percent of our manufacturing

facilities had an EMS registered to ISO 14001, 95 percent of our manufacturing facilities had an “ISO-ready” EMS in place. In addition, 100% 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' ability to identify, manage and control health and safety risks. We use an information management system to investigate incidents, track the progress of corrective actions, 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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FINANCIAL RESULTS

Through flawless execution

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 2014, each of our businesses met or exceeded the aggressive operational excellence targets we had publicly committed to achieving. For 2015, we set more targets, which we again **shared openly with our investors**. Across the company, employees are working to drive 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.



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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PUBLIC POLICY

Ethical and transparent

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 forests products
- Clean air and water policies, including impacts on manufacturing processes and forest management activities
- Conservation of and access to the boreal forest and protection of caribou in Canada
-

Softwood lumber trade between the United States and Canada

- Taxation of timberlands in the United States

To advocate our positions, we rely on government affairs professionals, assisted by business managers and subject-matter experts. We follow both the letter and the spirit of the laws governing lobbying. 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) who also advocate on these and other issues. In 2014, approximately \$600,000 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.

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.

As a matter of policy, 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 would 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 2014, Weyerhaeuser Company and our subsidiaries based in the U.S. donated \$283,300 in the following states: **Alabama, California, Georgia, Louisiana, Mississippi, Nevada, Oregon** and **Washington**.

We also sponsor a U.S. Weyerhaeuser Political Action Committee, which solicits voluntary contributions from eligible shareholders, employees, and our company board of directors. Decisions regarding contributions are controlled by an employee-based board of trustees and advisers, chaired by our CEO. These contributions are bipartisan and based on a variety of considerations. WPAC contribution reports are filed with the Federal Elections Commission and we provide a summary in our **annual report of WPAC political donations**. In 2014, our WPAC donated \$220,000 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 2014, Weyerhaeuser Company Limited, our Canadian subsidiary, donated CA\$61,970 to political parties or candidates in Canada.

ARCHIVE

- **Political Donations 2009 - 2014**



SUSTAINABLE FORESTRY

For generations to come

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 all kinds of products people use every day. At the same time, we 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. In the U.S. we own or lease nearly seven million acres of timberlands, primarily in the **Pacific Northwest** and in the **South**. In **Canada**, we manage nearly 14 million acres of publicly owned land under long-term licenses. We also manage 320 thousand acres of forests in **Uruguay**. Follow the links to learn more about these forests, including how we manage for environmental stewardship in each unique region and partner with others to do critical research.

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.

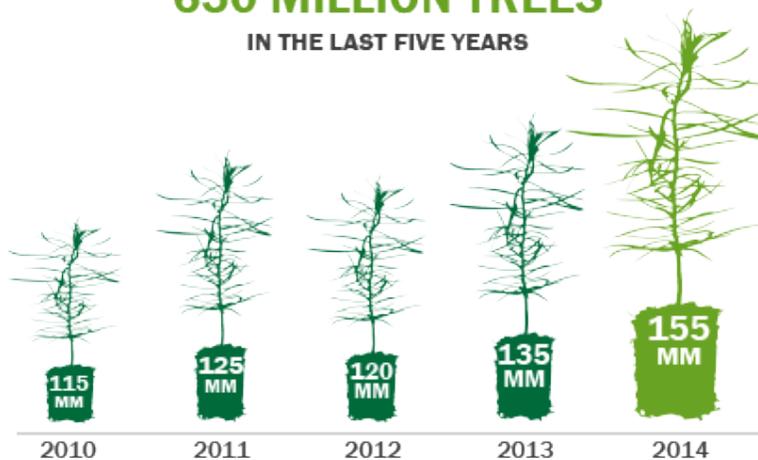
We also know sustainable forestry requires continuous improvement based on a foundation of sound scientific research and technological innovation. We routinely invest in research and partner with others in ways that help us improve our activities on the ground. In 2014, we spent \$17.6 million on forestry research, including

biodiversity, fish and wildlife, and forest health and productivity.

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



WE PLANTED NEARLY **650 MILLION TREES** IN THE LAST FIVE YEARS



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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What can we help you find?



TIMBERLANDS

CELLULOSE FIBERS

WOOD PRODUCTS

SUSTAINABILITY

INVESTORS

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COMPANY

Our Commitment ▾

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Employees ▾

Communities ▾

Data and GRI Index



ECOSYSTEM SERVICES

The many benefits of forests

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.



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.

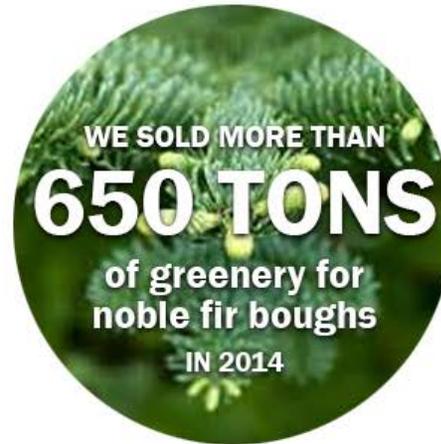
Note: Some of our ecosystem services data may vary by year depending on land acquisitions and divestitures.



THE DATA

PROVISIONING

These are tangible benefits provided by an ecosystem, such as food or timber.



Ecosystem Service	Scale	Reporting Unit	2012	2013	2014
Fiber (roundwood harvested)	All Weyerhaeuser timberlands	Volume (thousands m3)	19,421	20,844	23,839
Food (mushrooms/berries)	US West	Acres covered by permits	1,024,498	1,045,850	1,146,086
Greenery	US West	Acres covered by permits	778,605	853,400	1,075,676
		Tons sold for noble fir boughs	499	717	658
Livestock (grazing)	Uruguay, Canada, and West	Acres of grazing leases	962,010	1,084,539	1,188,043
Honey production	Uruguay and US West	Bee box (hive) leases	19,543	17,465	20,433
Biochemical (wood extractives)	US South and Uruguay	Tons of soap (potential) based on extractive supply	126,240	131,195	125,543
		Gallons of turpentine (potential) based on extractive supply	941,058	977,997	935,869
		Pounds harvested of turpentine (traditional method)	129,630	33,314	66,200
Fur production	Canada	Total permits	300	495	487
Genetic resources (tree improvement)	All Weyerhaeuser timberlands	Total improved seedlings planted	52,888,570	59,961,005	84,130,715

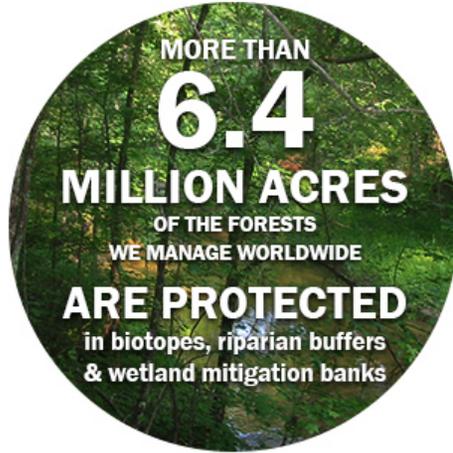


These are the ecosystem processes necessary to maintain human health and ecosystem infrastructure, such as water and air purification.



Ecosystem Service	Scale	Reporting Unit	2012	2013	2014
Water regulation (quantity and quality)	All Weyerhaeuser timberlands	Percent harvested area planted within 2 yrs	99	99	99
		Riparian buffer/perennial stream length (m ² /m)*	160	160	160
<i>*Based on current public stream layer datasets.</i>					
Fire resistance	All Weyerhaeuser timberlands	Acres burned (not including prescribed burns)	5,430	5,181	14,645

These services enable the other categories to work, such as nutrient cycling and soil formation.



Ecosystem Service	Scale	Reporting Unit	2012	2013	2014
Habitat (protected)	US and Uruguay	Acres, including biotopes, riparian buffers, and wetland mitigation banks	891,446	878,257	921,310
	Canada		5,519,744	5,459,812	5,513,718
Habitat (managed)	US and Canada	Acres of early-successional habitat	2,635,935	2,586,441	2,649,264
		Acres of mid-successional habitat	10,308,288	10,423,166	11,251,131
Formal Habitat Management Agreements	US and Canada	Acres	9,183,578	9,202,729	9,230,807
Habitat (fish habitat/aquatics)	US West	Upgraded stream crossings/drainage projects (cumulative)	1,472	1,542	1,704
Soil productivity	All Weyerhaeuser timberlands	Information from soil productivity research (updated annually)	see link	see link	see link


CULTURAL

These services are non-material values people derive from ecosystems, such as recreation.



Ecosystem Service	Scale	Reporting Unit	2012	2013	2014
Hunting	US South	People in hunt clubs	56,852	57,843	53,189
	US West	Permits in game management units	61,174	56,458	11,197
Special sites	All Weyerhaeuser timberlands	Special sites	1,314	1,966	2,096
Education (school tours/groups)	US and Uruguay	Visitors	162,110	196,823	171,011



ADDITIONAL SERVICES

Some ecosystem services provided by our timberlands do not lend themselves to annual reporting due to a lack of quantitative measures, insufficient reporting units, or the service having been recently discontinued. These services are important reflections of the value provided by our timberlands and could lend themselves to fuller description in the future, if not annual tracking. Examples include oxygen production, natural pollination, genetic resources/germplasm preservation, biochemical water purification, pest resistance, First Nation hunting grounds, and carbon sequestration of our full timberlands inventory.



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ENVIRONMENTAL FOOTPRINT

We're reducing our impact

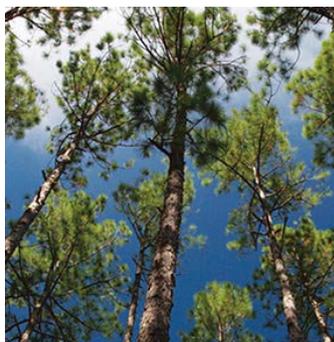
We're proud to be a company that uses a remarkable, renewable resource — trees — to make useful products that improve lives. We know that by **managing our forests in a sustainable way**, future generations will always be able to depend on trees to meet their needs.

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

Water

Our forests are excellent



our air emissions over the past few decades and are continuing to work on additional reductions.



water managers, and our 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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ENERGY

Improving energy efficiency

WE CREATE OUR OWN ENERGY

Making our products is energy-intensive. Fortunately, we meet 79 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. We also sell renewable energy credits to others, helping them meet their own renewable energy goals. 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, which has a significant cost impact on our businesses. 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.

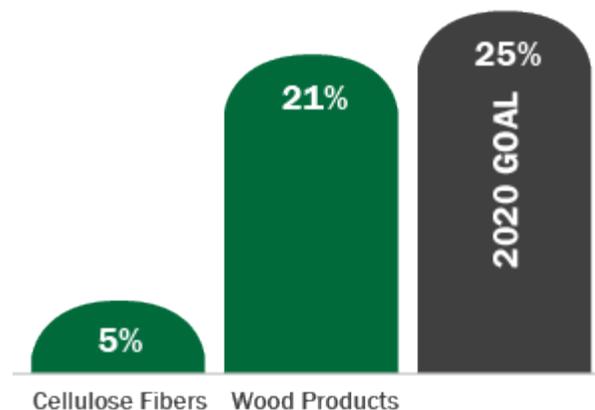
With a 21-percent reduction in energy intensity to date, our wood products facilities are fast approaching the 2020 goal. Our cellulose fibers facilities also expect to meet their target, with a 5-percent reduction to date.

[» View our energy data](#)



ENERGY EFFICIENCY

Percent Change From Baseline



Measured as weighted average of percent change of mmbtu per business specific production unit, compared with 2009 baseline.

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, not only introducing energy savings, but also production efficiencies.

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

- Installing LED lights and more efficient motors.
- 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.
- Adding new turbines for improved power generation.
- Adding heat recovery systems to boiler flues to recover more heat energy.
- Improving integration of processes that generate hot water with processes that need hot water. This reduces the need for using steam to make hot water, so more steam can be used to generate and sell power.
- Upgrading recovery boilers to operate under higher pressures.
- Replacing inefficient steam-powered chillers with more efficient electrical chillers.

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 or RECs) back to the market, helping make green energy more accessible to power grids across North America.
- **Wind Power** — We evaluate wind energy opportunities on our lands and have multiple agreements with wind power developers. We expect these relationships to eventually provide an additional stream of long-term revenue with minimal impact on our core business activities.
- **Geothermal Exploration** — AltaRock Energy and Ormat Technologies are exploring options for geothermal energy production on some of our lands in Washington and Oregon. Once a promising area is found and drilled, it is possible to cycle water through a closed-loop system to generate electricity.

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CLIMATE CHANGE & BIOMASS

Meeting global challenges

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 20.8 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

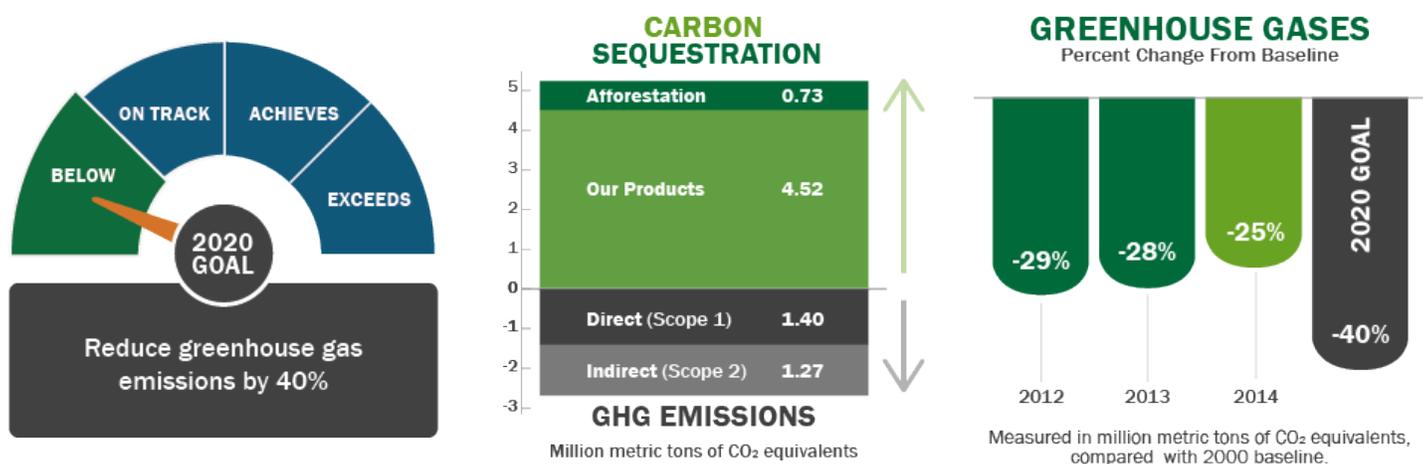
We're also committed to reducing our greenhouse gas emissions and limiting our use of fossil fuels by using carbon-neutral biomass for our energy needs. Our goal is to reduce our greenhouse gas emissions 40 percent by 2020, compared with 2000 levels. By the end of 2014, our total (or absolute) greenhouse gas emissions decreased by 25 percent from 2000. We've been able to achieve this reduction by consolidating operations to our higher-efficiency mills and replacing fossil fuels with carbon-neutral biomass fuels.

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. At that time, even though our baseline portfolio changed, we decided to keep our goal and consider it "stretch" based on an assumption that

we might still be able to reach it with green energy projects and increasing biomass use. In 2015, we will evaluate our 40-percent-reduction target to see if we need to align or adjust based on our current portfolio and the feasibility of reduction opportunities.

[» View our greenhouse gas data](#)

[» View our greenhouse gas methodology](#)



BIOMASS CARBON NEUTRALITY AND CLIMATE POLICY

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

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

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

We are active in the policy discussion regarding climate change and renewable energy. We believe climate change-related public policies that 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 carbon dioxide emissions resulting from the combustion of biomass and biomass-derived fuels as carbon neutral.
- Include a broad definition of “renewable biomass” that broadly recognizes renewable forest resources, including energy crops grown on forestlands and the forest product industry’s existing investment in renewable energy.
- Incorporate price mechanisms, such as no-cost carbon emission allowances, to ensure energy-intensive manufacturers are not at a competitive disadvantage in international markets.
- Incent and recognize combined heat and power co-generation facilities for their inherent energy-efficiency.
- Establish a robust domestic and international market-based program that recognizes and allows credits for the sequestration and storage of carbon through reforestation, afforestation, avoided deforestation, harvested wood products, and forest management projects.
- Provide credit for early actions, such as those taken over the past decade, that reduce GHG emissions or increase sequestration of atmospheric carbon dioxide.

RISKS AND OPPORTUNITIES

Climate change-related risks we currently assess include:

- Public policy choices concerning biomass.
- Proposals for carbon tax legislation at the federal, regional and state levels in the United States 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 low-carbon forest-based products, both for existing product lines and for new innovations using renewable forest products. We believe forests and related biomass can be a prime source of raw material for a variety of products that will benefit an economy striving for the use of renewable and low-carbon products.

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

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WATER

Reducing water use

More than ever, our world needs a clean and abundant water supply to sustain populations, support ecosystems and maintain a stable global economy. Fortunately, we're in the right business: well-managed forests capture and filter vast amounts of water. And our manufacturing businesses, which rely on a lot of water to make our products, do a great job managing water quality and usage as well.

REDUCING WATER USE

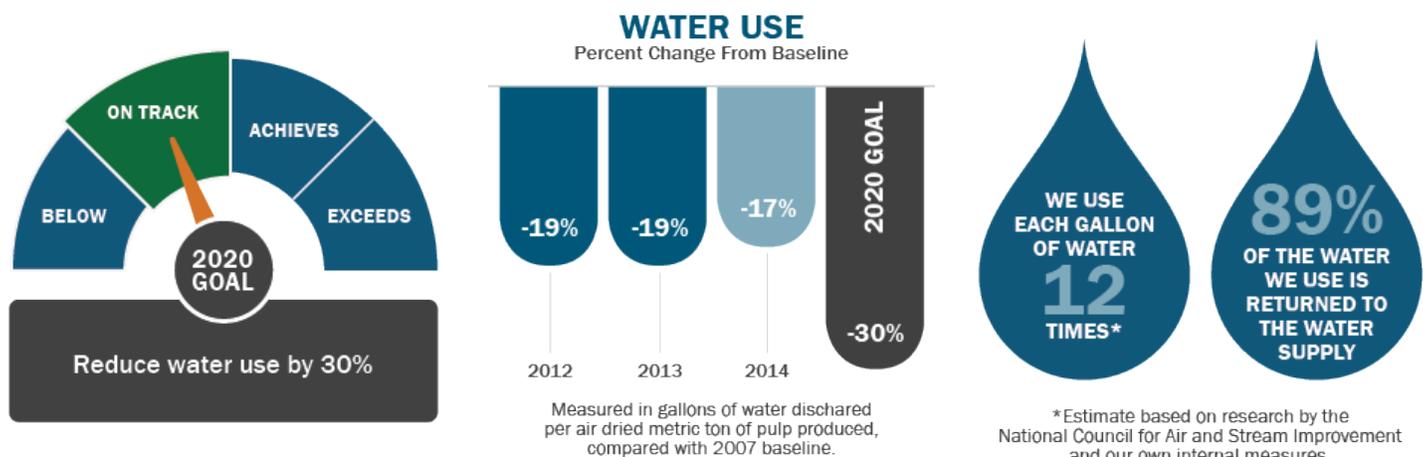
Making cellulose fiber products requires a lot of water in the manufacturing process. However, very little of this water is actually consumed. Most of the water we use is reused internally in our mills and then returned to the original water source, clean and available for the many other societal demands for water.

Still, we are committed to reducing our water use where appropriate. 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 use per ton of production by 17 percent. Our goal is 30 percent by 2020.

Most of our reductions in water needs are process improvements that include a new evaporator set at one of our Canadian facilities and an improvement in the pulp production process at one of our southeastern facilities. At the same time, one facility increased water use given cooling water requirements for a new fluff baler. Meeting our 2020 goal will require capital investments, such as upgrades to cooling towers, as well as continued process improvements. Some of these investments

will also help our facilities save energy by not having to heat as much water, which translates into direct financial savings as well. A triple win.

[» View our water use data](#)



IMPROVING WATER QUALITY

Water use and water quality go hand in hand. Our facilities use high-efficiency wastewater-treatment processes or they discharge water to public treatment facilities to remove pollutants. Our wastewater discharge permits have stringent monitoring and quality limit requirements. Some facilities use other approaches to meet site-specific seasonal water quality needs, such as 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.

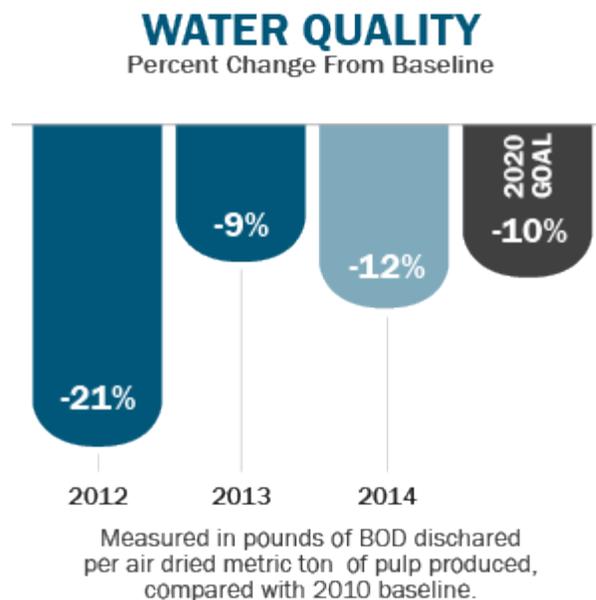
Similar to water use, we focus most of our efforts on our cellulose fiber manufacturing facilities when finding improvements to water quality. These facilities are committed to reducing biological oxygen demand (BOD) in wastewater discharge by 10 percent per ton of production by 2020, compared with 2010 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 2014, these mills achieved a 12 percent reduction in BOD per ton of production compared to 2010. This is an increase in BOD from the previous two years, but we still believe we are on-track to achieving our 2020 goal.

In our forests, we protect water quality by grading and maintaining roads to channel runoff to the forest floor (which keeps silt away from streams), building culverts and bridges to allow fish passage,

and seeding exposed road banks with grasses to prevent erosion. We also have robust research and monitoring programs in place to ensure forest management practices do not harm water quantity or quality. Recently, our Western Timberlands business invested millions of dollars for road improvements to separate the road network from the stream network, resulting in improved fish passage and habitat as well as water quality.

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AIR QUALITY

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 are 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.

Our air emission accounting is most often based on emission factors and actual or estimated production levels at each site, making these numbers challenging to roll-up and compare across the company or year-to-year. We noticed our emissions were changing more from accounting practices and revisions to emission factors rather than from actual process changes. This year, we decided to remove our air emission reduction target from our 2020 sustainability goals and focus on facility-level improvements and meeting new, stricter air quality regulations.

We remain committed to sharing our [companywide air quality data](#).

We are continuing 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. We expect recent capital investments at some of our mills — including cleaner-burning units, energy optimization, and upgrades to emission control systems — to continue to reduce our air emissions.

BETWEEN 2000 AND 2010 WE LOWERED

SULFUR DIOXIDE
EMISSIONS BY

55%

PARTICULATE
MATTER BY

49%

VOLATILE ORGANIC
COMPOUNDS BY

33%

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RESIDUALS & WASTE

We use 98 percent of each log

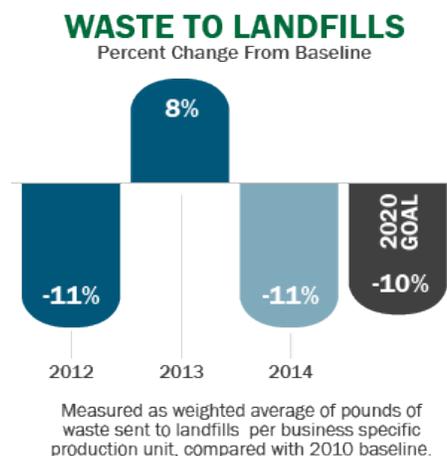
Waste is not a word we use often. Wood chips left over from making lumber are used to make pulp and paper. Logs too small for dimensional lumber are processed into engineered wood products, such as oriented strand board. We also generate a substantial amount of energy from wood residuals (which we call 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 2014, more than 21 billion pounds of our residuals were reused, recycled or diverted from landfills. This amounts to 98 percent of our waste and residuals being beneficially reused or recycled.

Although our diversion rates are impressive, we know we can do even more. That's why we set a 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. Since we set our goal, we've seen our annual numbers fluctuate. These fluctuations are the result of the relatively small amount of landfill-bound waste we produce to start with combined with the irregularity of when we send the ash, which is produced at facilities burning biomass residuals for energy, to landfills.

Our 2014 results show an 11 percent decrease compared to our baseline. While some of our facilities increased landfill-bound waste, primarily in the form of ash, close to two-thirds of our mills either decreased or held landfill waste steady since we set our goal. To maintain our 10 percent reduction goal, we will continue finding alternative uses for our residuals and waste.

>> View our residual and waste data



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CHEMICALS

A responsible approach

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 the 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](#).
- 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)).

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CERTIFICATION

Demonstrating commitment.

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, non-regulatory 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.

 **GIVE US YOUR FEEDBACK**

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- [Fiber sourcing and chain of custody](#)
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FOREST CERTIFICATION

100 percent certified

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

- Our North American timberlands are independently certified to the requirements of the SFI 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](#)



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 645 million acres of certified forests, PEFC endorses nearly 40 sustainable forest management standards worldwide.
- **Sustainable Forestry Initiative:** SFI is a non-profit, independent certification system. Developed specifically for North America, SFI is the largest certification program in North America, with more than 60 million acres certified in the United States. 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 25 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:** FSC™ International sets national and regional standards for multiple independent certifiers throughout the world. FSC™ International has approximately 450 million certified acres worldwide, with 35 million acres in the United States. FSC™ International recognizes other FSC™ 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 two 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.

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

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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.

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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FIBER SOURCING & CHAIN OF CUSTODY

A sustainable supply chain

Just over a third of our wood supply comes from our own certified timberlands. Another third comes from other certified forests and the rest comes primarily from small, non-certified 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. To maintain our certification to this standard, we are required to:

- 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 non-certified 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**



Encouraging Legally Sourced Wood

It is our longstanding policy to ensure we and our fiber suppliers comply with all laws and 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, and 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 a chain-of-custody claim statements identifying the amount of certified content contained in a shipment.

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 — for 70 percent of the products sold — have a claim statement and label stating that those products are made from 100-percent certified fiber.

In addition to tracking certified and non-certified 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 non-certified 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 FSC™ chain-of-custody standards, as well as the SFI Fiber Sourcing and FSC™ Controlled Wood standards. Certified operations are audited by independent third parties to verify the operations satisfy the requirements of the standards.

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.

[» 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](#)



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 and 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.

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 the federal Food, Drug and Cosmetic Act regulations.
- Most of our cellulose fiber products (CAS #65996-61-4) are exempt from REACH registration per Annex IV of the regulation.
- **We inform customers** of the potential hazards of our products as required under California Proposition 65.
- We provide easy online access to **safety data sheets** and corresponding labels for all 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](#)
- [The innovative products we make](#)
- [How our products support green building](#)

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PRODUCT ENVIRONMENTAL PROFILES

From raw material to end
product

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

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



ENVIRONMENTAL PRODUCT DECLARTIONS

In 2013, The American and Canadian Wood Councils issued industry-wide environmental product declarations for four wood products that we manufacture: **softwood lumber**, **softwood plywood**, **oriented strand board**, and **glue laminated timbers**. These third-party verified environmental product declarations are based on life-cycle assessment results from North American wood products data and 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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Innovation is a core value at Weyerhaeuser. From the labs at our technology center to the floors of our operations, you'll find people seeking new and better ways to get results and meet the evolving needs of our customers.

GROWING A BETTER SEEDLING

We start by building on decades of research to grow stronger, straighter trees. Our seedlings are high-quality and reflect our leadership in tree-growing and propagation technologies. We pioneered new ways to improve frost hardiness and root development and adopted treatments to produce compact, fibrous roots to help trees establish rapidly in the field. We were the first to develop freezer storage for late-season planting.

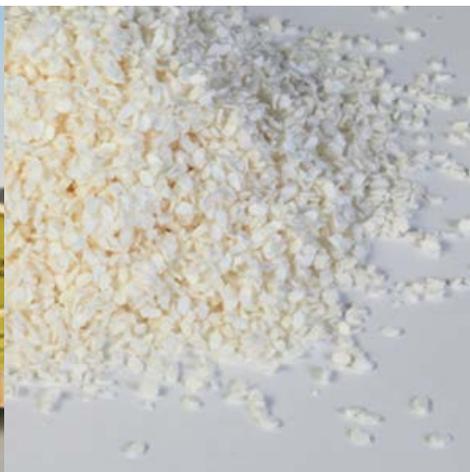
Using site-specific information, we plant seedlings from parents selected for superior growth and wood quality. Once the seedling is planted, we control invasive species and other competing vegetation, fertilize soil, and thin the forest before final harvest. These techniques enable us to grow wood faster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

Our technology's commercial value isn't limited to the forest. In 2014, we signed a licensing agreement with Dupont Pioneer to use our manufactured-seed technology in a first-of-its-kind

application in agriculture. This technology provides a way to cost-effectively regenerate valuable, limited or fragile plant material and advance seed technologies to help meet growing global demands for food, feed and fiber.

REPLACING NON-RENEWABLES

We are proud to be part of an industry based on a renewable resource. We also like helping other industries and customers use renewable resources in place of non-renewables, especially when it makes it less expensive and easier for consumers.



Trus Joist Flak Jacket

A building product that replaces a layer of non-renewable gypsum with a one-hour fire-rated assembly and eliminates the need for expensive mineral wool, simplifying the construction of multi-family structures.

THRIVE

A natural-fiber thermoplastic composite used in automotive parts, office furniture, kitchenware and appliances. Products made with THRIVE use less energy to produce and reduce wear and tear on processing equipment.

StructureServ & StructurePac

A liquid packaging board to help move from Styrofoam hot-beverage cups to paper-based insulated cups. This oxygen barrier carton grade is designed for milk-alternative beverage packaging and has a reduced greenhouse gas footprint.

DOING MORE WITH LESS

We also offer innovative products that help our customers use resources efficiently and accomplish more while using less.



Framer Series Lumber

A structural framing series that reduces customer on-site waste by 11 percent compared to typical lumber products.

Treater Series Lumber

A treated structural framing series that reduces waste by minimizing inventory loss, cull rates, bargain bin piles and disposal costs.

Norbrite 92

A paper made from thermo-mechanical pulp fiber that offers a wood-fiber yield twice that of uncoated free-sheet paper products.

Arborite Fertilizer

Reduces nitrogen rates by as much as 20 percent resulting in lower greenhouse gas emissions and less nitrogen runoff.

YOU MAY ALSO BE INTERESTED IN:

- [Product Environmental Profiles](#)
- [Safety Data Sheets for our products](#)
- [Green building](#)

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We believe wood products and green building go hand in hand. Green building aims to reduce the overall environmental impact of the built environment and our wood products are a perfect complement.

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

- Uses 17 percent less energy and emits 26 percent less greenhouse gas emissions than steel
 - Uses 16 percent less energy and emits 31 percent less greenhouse gas emissions than concrete
-



A WOOD-FRAMED HOME HAS LOWER EMBODIED GHG EMISSIONS



CORRIM Report on Environmental Performance Measures for Renewable Building Materials.

GREEN BUILDING STANDARDS

Our wood products offer several solutions for sustainable building, 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.

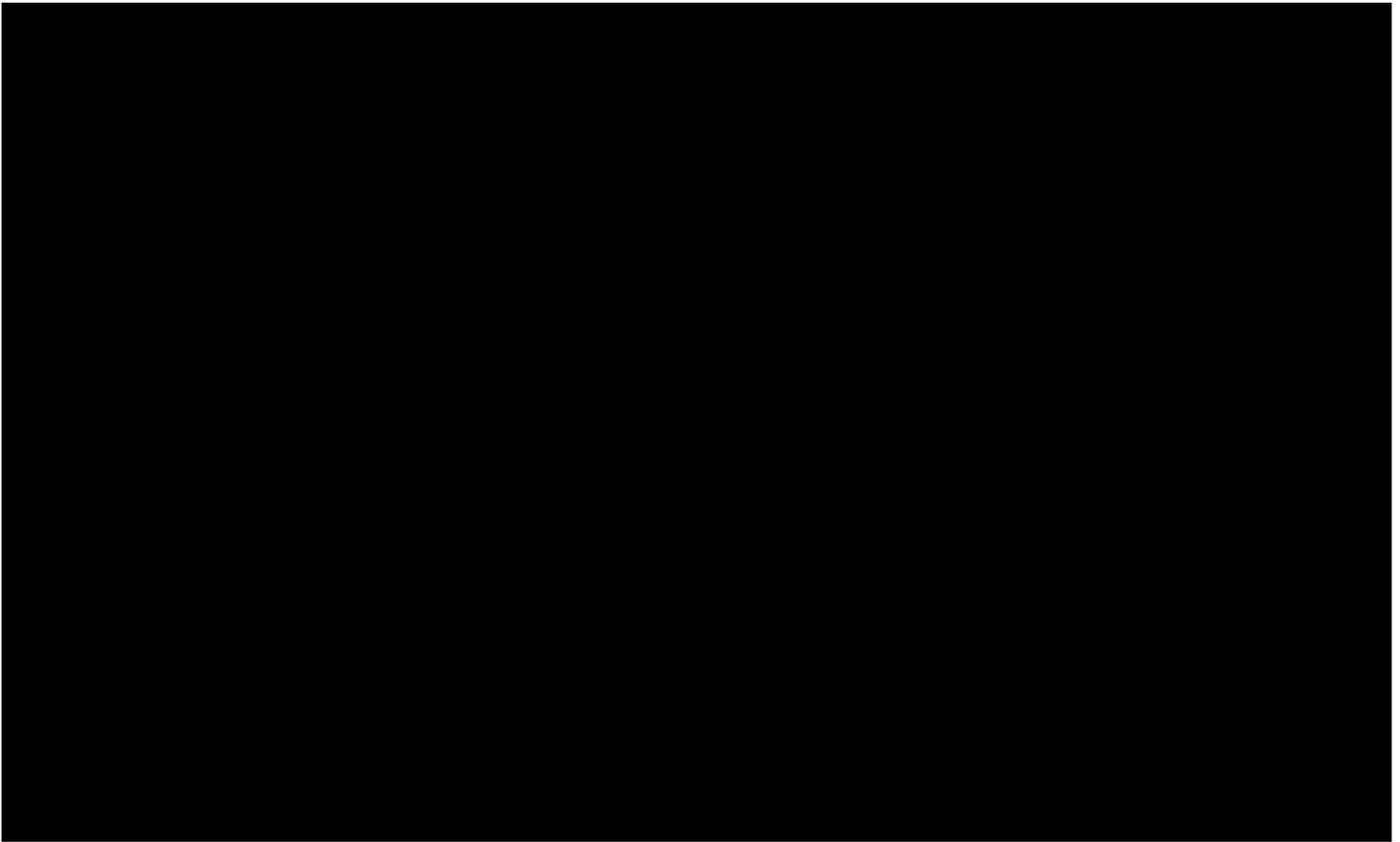
- We promote innovative construction techniques, such as [NextPhase Site Solutions](#), which can reduce job-site waste up to 50 percent by optimizing design, material cuts and assembly. Builders using NextPhase can receive credits under major green-building standards, including the National Green Building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

Programs for rating a building's "greenness" often use point systems to rate energy, water use, materials, design and more. We support voluntary, consensus-based green-building standards that incorporate life-cycle assessments and specify wood products from responsible and certified sources.

SKYSCRAPERS OUT OF WOOD?

Innovations in building design are incorporating new approaches to using wood as a building material in tall buildings, and as a substitute to steel and concrete. This approach, known as mass timber

construction, shows promise as a solution for housing needs, particularly in urbanizing environments with dense populations, and new ways to build our cities. Watch architect Michael Green's TED Talk below to learn more about why we should build wooden skyscrapers.

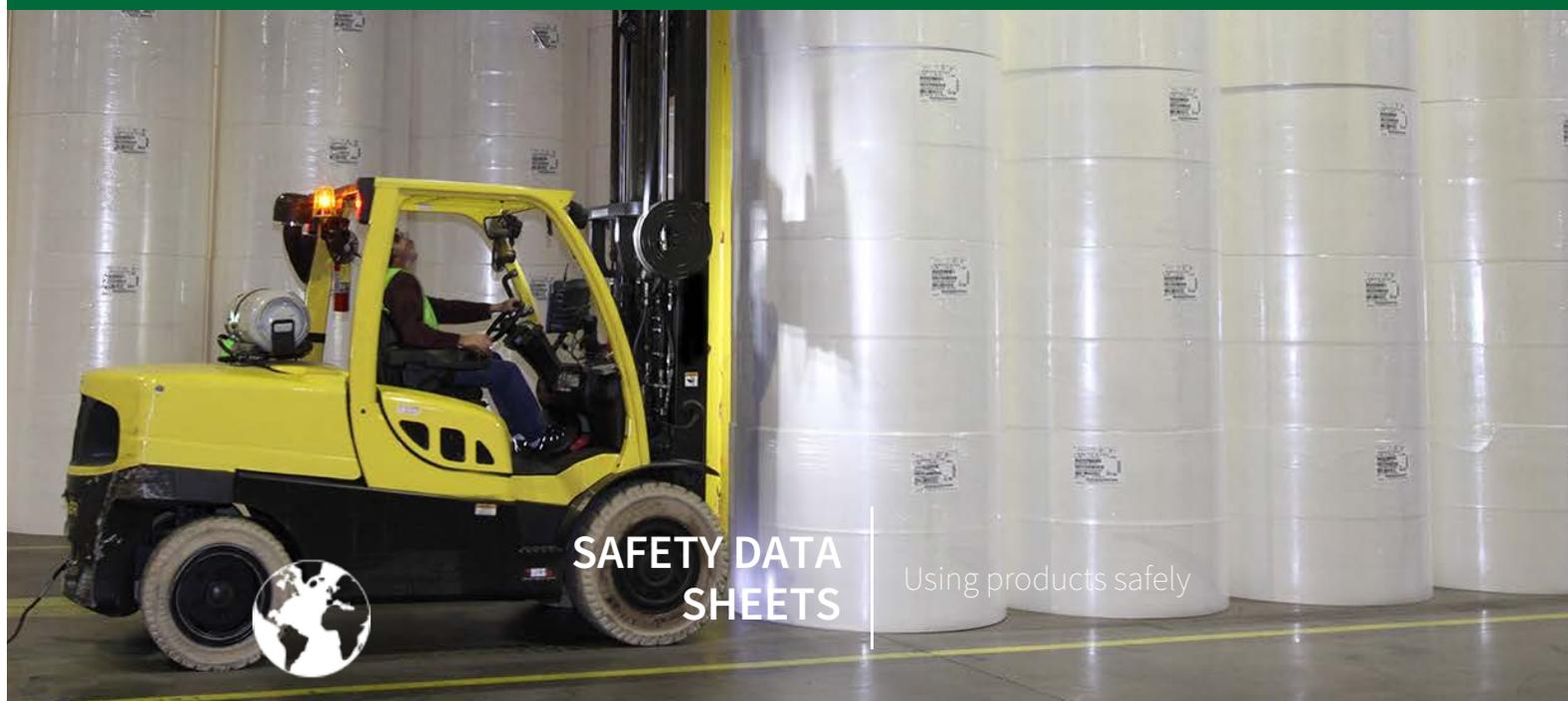


YOU MAY ALSO BE INTERESTED IN:

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

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

This year, we are completing changes to our system to align with the Globally Harmonized System of Classification and Labeling of Chemicals. We are classifying our products and creating corresponding safety data sheets and labels to provide to our customers.

Cellulose Fibers

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

Wood Products

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

Legacy Plum Creek

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

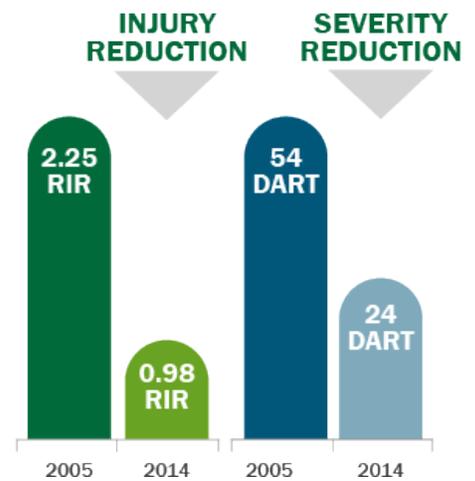
Ultra-core HDF™



SAFE TO THE CORE

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

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



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 twelve-month basis. In 2014, 73 percent of our operations reported no injuries.

As we work to become injury-free, we set interim targets and measure our progress monthly. In 2014, we achieved a recordable incident rate of 0.89 against a target of less than one (RIR measures the number of injuries per 100 employees per year).

For 2015, we have added another target — DART days rate, which measures the severity of injuries we experience. (DART stands for days away, restricted work, and transfers. It measures the severity of injuries per 100 employees per year).

[» View our safety data](#)

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

— Doyle Simons, president and CEO

HOW WE MANAGE SAFETY

The five basic elements of our safety strategy are:

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

We support our strategy with these tools:

- Annual companywide performance goals
- 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 related to work-related injury and illness, environmental incidents, near misses, hazard observations, property damage, fire/explosion, vehicle incidents, process loss, and product damage.

FATALITIES

It is not acceptable for any person to lose his or her life while working for us. If 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 2014, Weyerhaeuser experienced four fatalities. In June, a contractor working for our Western Timberlands operation was struck and killed by a falling tree top. In August, an employee at one of our sawmills in North Carolina was fatally injured after being pinned beneath a tipped-over forklift. In September, a contractor working for our Columbia Timberlands operation was fatally injured while hand-falling trees. In December, an employee at one of our sawmills in Oregon was pinned and fatally injured by a conveyor cover. Investigations of these incidents are complete, recommendations were implemented, and lessons learned were shared with all employees and appropriate contractors.

 **GIVE US YOUR FEEDBACK**

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

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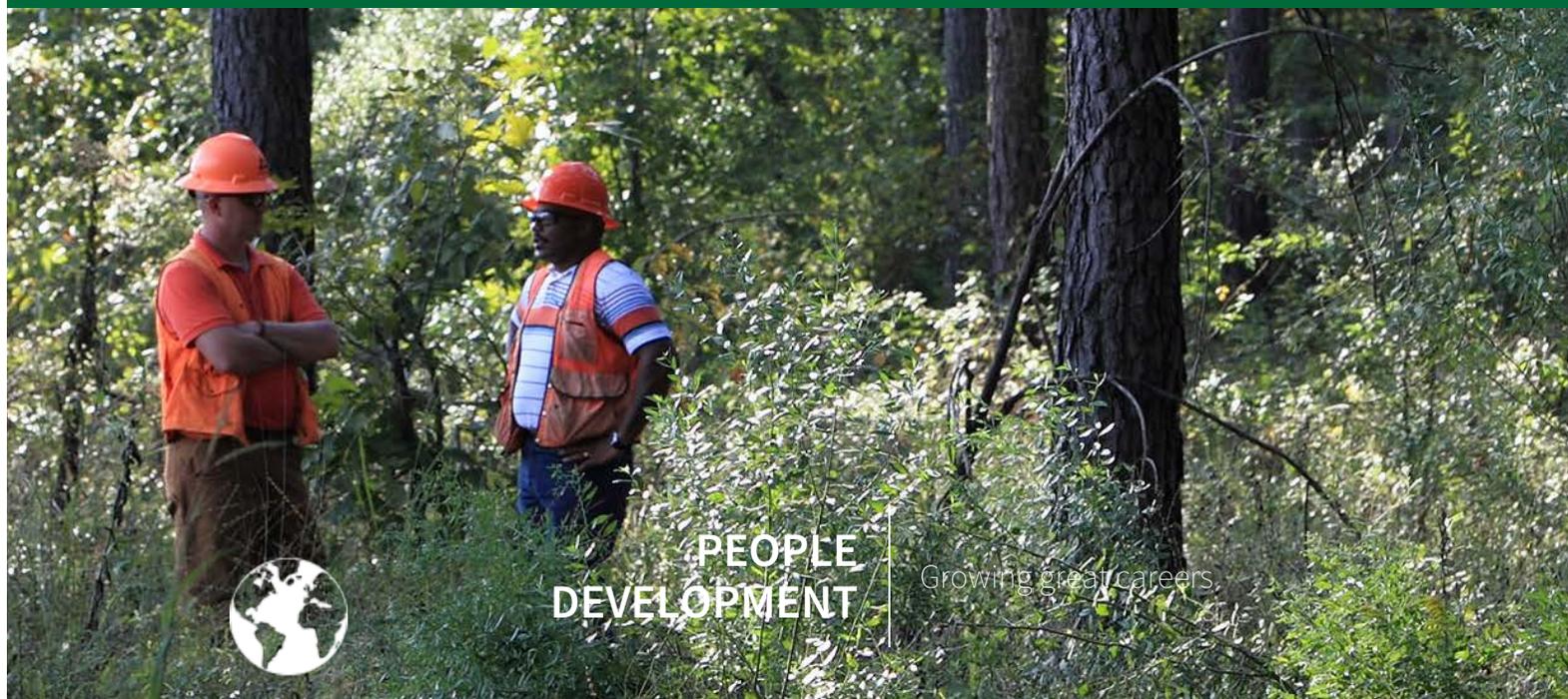
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To be a truly great company, Weyerhaeuser must also be a great place to work. Our values form a solid foundation, but we believe talented people expect much more than that from their workplace. Our people also want to be part of a winning team where 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 at all levels 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 businesses and functional teams set clear people development goals every year.

In 2014, we made significant progress to build our leadership pipeline, and we rated ourselves "on track" against our internal targets.



ATTRACTING AND RETAINING TALENT

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

- Never compromising on 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 2014, our recruiting activity was strong, with 1,470 hires (both new hires and rehires) and our retention rate was 95 percent.

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.

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

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

[» View our employee data](#)

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- [Our commitment to workplace safety](#)
- [Visiting our Careers section](#)
- [Our commitment to diversity and inclusion](#)
- [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

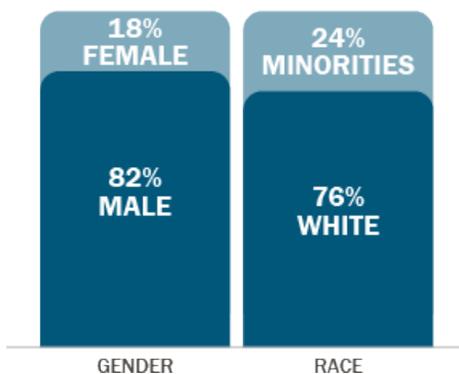
We regularly review our strategies and renew our action plans to address any workforce gaps in our organization. Governed by federal regulations, our compliance activities require that we have effective affirmative action plans in place that identify strategies and plans for addressing goals. In addition, we have 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 2014, we rated ourselves below based on our performance against internal representation targets.



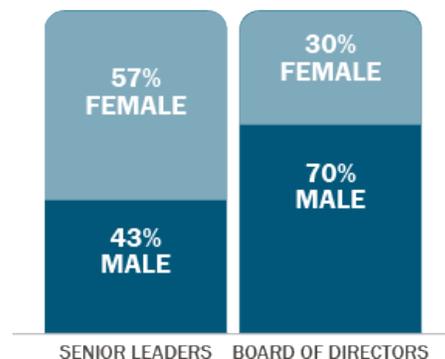
WORKFORCE REPRESENTATION

Total US Employees



FEMALE LEADERS

Total Company



WE CULTIVATE INCLUSION

Beyond compliance, we work to create a workplace that is welcoming and inclusive place for all our employees to work. 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](#)

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VOLUNTEERISM

We support causes that our people care about.

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 are at the heart of our company giving program and we are proud to support their work through our Weyerhaeuser Active Volunteer Employees program, also known as WAVES.

After meeting a threshold of volunteer hours, individuals or teams can apply for WAVES grants to support the organizations they are passionate about in their communities. In 2014, our employees, retirees, families and friends contributed more than 38,267 volunteer hours through this program and our Giving Fund awarded 180 WAVES grants totaling \$318,000 to the organizations where they volunteered.

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

38,267
VOLUNTEER
HOURS
IN 2014



180
PROJECTS
IN OUR
COMMUNITIES



\$318,000
MAKING WAVES
GRANTS
TO NONPROFITS

AND THE WAVES KEEP ROLLING

Our company sponsors a few other ways for employees to give back as well:

- **Diapers:** Since 2012, our employees have collected and donated diapers for families in need during our signature annual companywide event — **Operation Diaper Drive**.
- **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 fund-raising drives and our headquarter-region green team (named "The Sustainables"), we encourage our employees to think outside of their normal work scope, spend time on the issues they care about and have fun doing it!

[» View our employee involvement data](#)

YOU MAY ALSO BE INTERESTED IN:

- [Nominating a Weyerhaeuser volunteer for recognition](#)
- [Learning about how we invest in our communities](#)
- [Applying for a Giving Fund grant](#)

Connect with us





COMMUNITY INVESTMENT

Citizenship is a core value

We are deeply connected to the communities where we operate and have a long history of doing our part to help them thrive. We made our first charitable donation in 1903 and have provided more than \$222 million in grants through our formal giving program, established in 1948. In both rural and urban settings, we support hundreds of important organizations and programs in the communities where we operate with money, time, skills and resources.



HOW WE INVEST

In 2014, we invested \$5.5 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
- Sponsors our annual **Operation Diaper Drive**, a companywide initiative that supports families in need
- Supports disaster-relief **funding**

2. Business Support

Our businesses and corporate headquarters locations also:

- 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 work to volunteer for causes they care about through:

- Our **Making WAVES program**, which awards grants based on volunteer hours
- Our **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

>> Review our full giving data

YOU MAY ALSO BE INTERESTED IN:

- [Our annual Operation Diaper Drive](#)
- [Our employee volunteerism programs](#)
- [Nominating someone for our Volunteer of the Quarter Award](#)
- [Our commitment to forestry research](#)

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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 (see below) to support their particular community. This provides a strong companywide framework for giving while allowing for flexibility to meet unique needs in our different communities.

- » FOCUS AREAS
- » WHERE WE GIVE
- » ELIGIBILITY
- » HOW TO APPLY
- » NATIONAL GRANTMAKING

YOU MAY ALSO BE INTERESTED IN:

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

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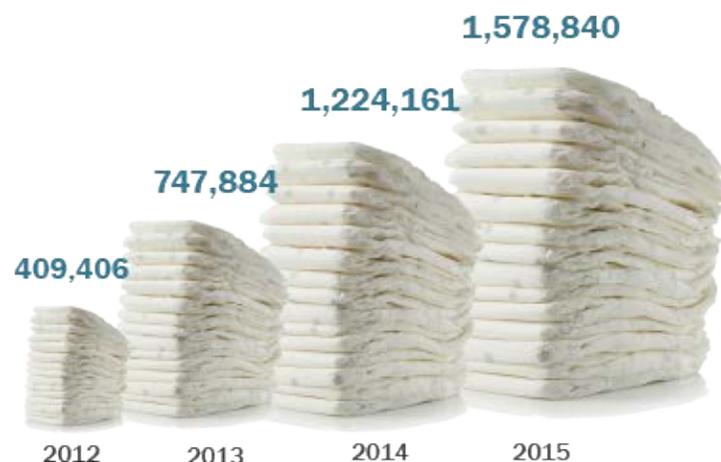
More than ever, diapers are as essential to families as food and housing. They are also one of the most requested items in food banks and shelters, largely because they are not covered by social assistance programs. Annually, our employees collect and distribute thousands of diapers to organizations that support struggling families in communities where we operate across North America. We call it Operation Diaper Drive, our signature companywide event.

GIVING MILLIONS TO FAMILIES IN NEED

Since we launched the program in 2012, our employees, stakeholders, and Giving Fund have donated nearly 4 million diapers to families in need.

OPERATION DIAPER DRIVE

It's a cause you can really get behind



PARTNERING WITH OUR COMMUNITIES

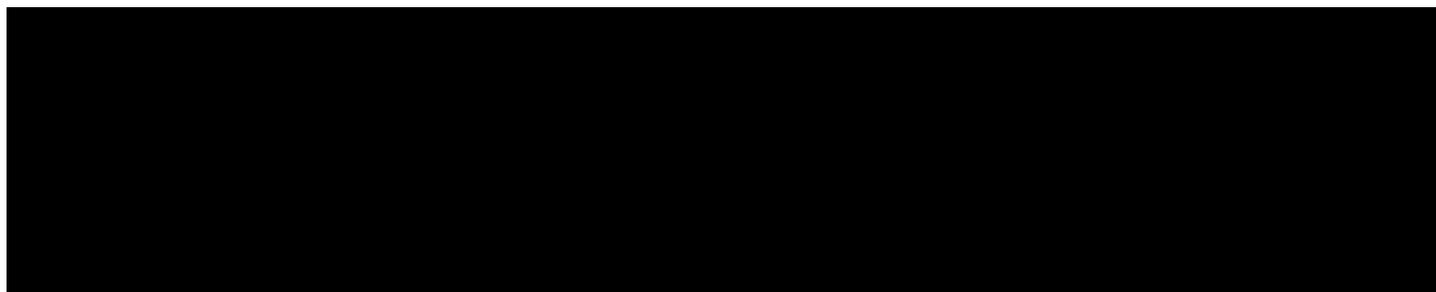
It takes some logistics planning to distribute that many diapers! In our headquarters region, we teamed up with World Vision, a humanitarian non-profit based in Federal Way, Washington, to access their logistics and transportation expertise. In our operating communities across North America, we work with many other local nonprofits to collect and distribute diapers to those who need them most.

A NATURAL FIT — WE KNOW DIAPERS

Our Cellulose Fibers business makes fluff pulp that is found in many diapers on store shelves today. Our scientists have developed proprietary methods for making fluff pulp more absorbent. Our foresters work to ensure the fiber used to make pulp is grown and harvested on a sustainable basis so that future generations will always be able to rely on trees to meet basic human needs. And our sales people are on the front lines of a growing diaper demand, not just in the U.S., but worldwide, especially in emerging economies like China and India. Operation Diaper Drive is a perfect fit for us, a perfect solution for our communities, and a perfect opportunity to inspire others to help alleviate this “crying need” for families.

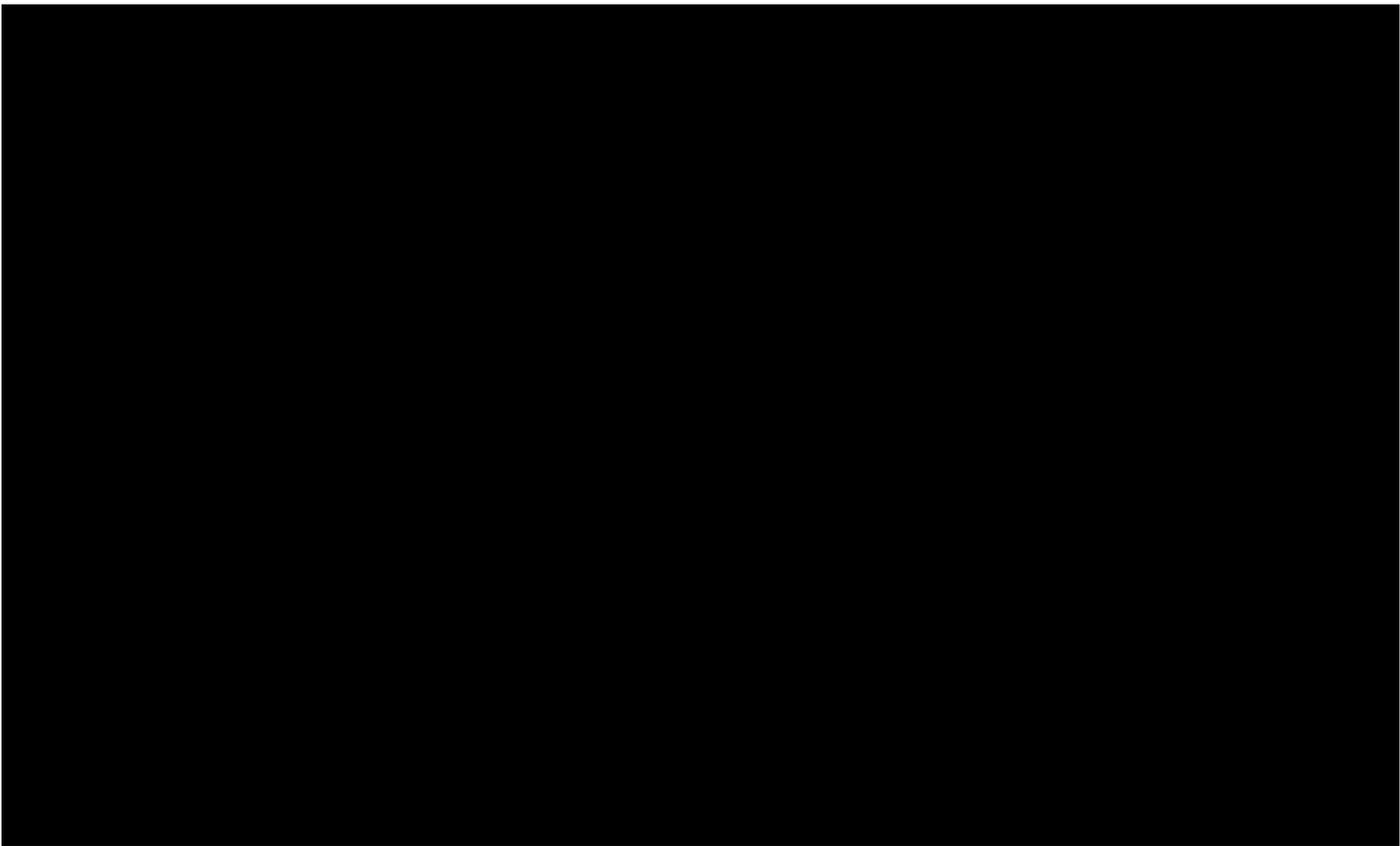
GET INSPIRED TO GIVE

Meet Jane and Natalie (2014). Watch to find out how a mother struggles with making decisions about providing everyday basic needs for her baby Natalie.

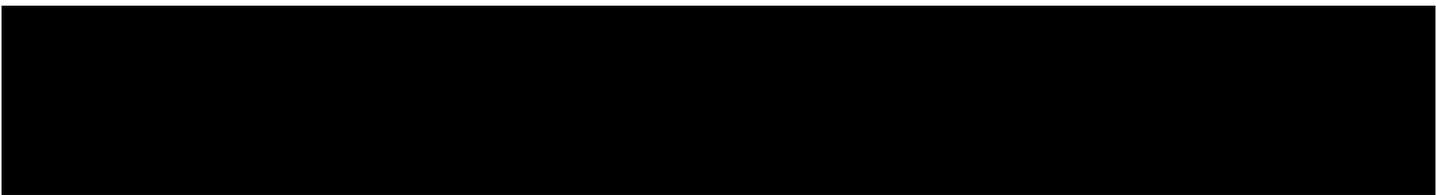


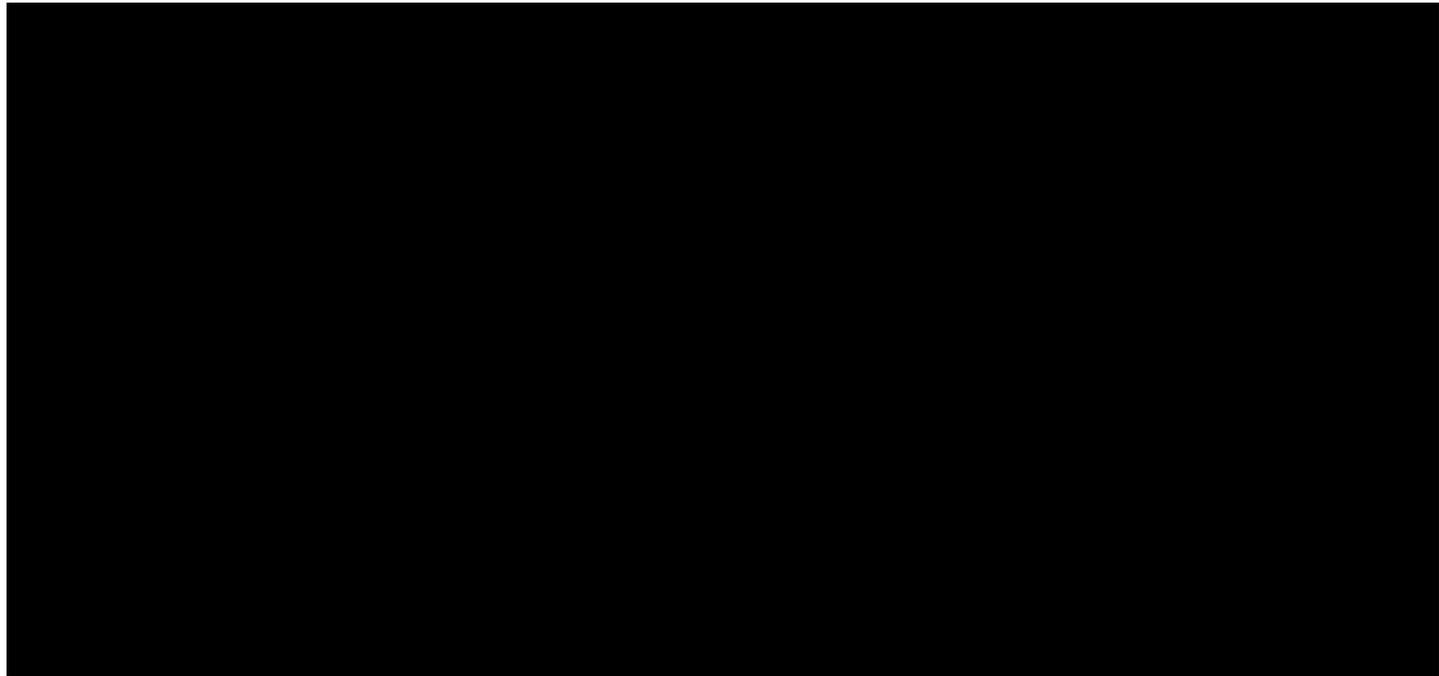


Bring it for Kids (2013). Watch this video to learn more about the impact our program is having for those in need.



How to Change a Diaper (2013). Watch what happened when we asked some little kids to solve a diaper problem, and then Weyerhaeuser employees acted out the conversation.





YOU MAY ALSO BE INTERESTED IN:

- [Our Cellulose Fibers business](#)
- [Our employee volunteerism Facebook page](#)

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▫ [Operation Diaper Drive](#)

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

STAKEHOLDER COMMUNICATIONS AND INQUIRIES

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

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

In 2014, 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 the inquiries related to our environmental practices, we receive inquiries through our [EthicsLine](#), our annual shareholder meeting, and the numerous "Contact Us" sections of our website.

[» 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 we provide input at their request on topics such as procurement and supplier-qualification processes.

Investors

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

Policymakers & Regulators

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

Employees

In addition to direct leadership engagement with teams, our CEO also hosts town hall meetings and companywide forums. Our internal website features daily news, polls, reader comments and a message forum where employees can share opinions and observations. We have a number of internal blogs written by senior

leaders and subject-matter experts. We also conduct an employee engagement survey every two years.

Communities

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

Non-governmental organizations

We engage in dialogue and partnerships with a variety of NGOs to conduct wildlife, biodiversity and other environmental research on our lands or in nearby communities. We provide support for organizations that promote sustainable business practices. We participate in local, regional, national and global forums with multiple stakeholders and we directly engage in public policy development. Some of the groups we engage and/or partner with include: 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.

YOU MAY ALSO BE INTERESTED IN:

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



INDIGENOUS
PEOPLE

Working together

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.

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 to understanding and, if needed, accommodation

[» Give us your feedback](#)

PARTNERING WITH OTHERS

We are 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 work forces 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](#)



DATA AND GRI INDEX

Where you'll find all the details

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



COVERAGE



DOWNLOAD



GRI

OUR DATA

SOCIAL

[Health and Safety](#)

[Employees](#)

[Diversity](#)

Employee Engagement	Compensation	Employee Representative
Employee Involvement		

ENVIRONMENTAL

Sustainable Forest Management	Promoting Sustainable Forestry	Raw Material Use (Wood)
Air Emissions	Water Use	Water Quality
Greenhouse Gases	Environmental Compliance	Environmental Remediation

ECONOMIC/GOVERNANCE

Economic Value	Political Contributions
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Health and Safety

	2012	2013	2014
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Safety - North America

Recordable Incident Rate - Employees	0.76	0.87	0.89
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includes supervised contractors

Recordable Incident Rate - Contractors	0.86	0.81	0.89
--	------	------	------

Lost day case rate - Employees	0.30	0.29	0.26
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Lost day rate - Employees	13.90	8.60	16.55
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Sites operating injury-free	75%	73%	73%
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Health and safety fines and penalties (\$)	\$12,085	\$3,200	\$9,560
--	----------	---------	---------

Health and safety fines and	4	5	10
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penalties (#)

Fatalities - Worldwide

Employees	0	0	2
Contractors	2	1	2

Employees

	2012	2013	2014
--	------	------	------

Employees, by region

United States	10,557	10,948	10,036
Canada	1,791	1,838	1,766
Belgium	-	-	-
Brazil	133	137	-
China	17	3	-
Hong Kong	7	7	7
Ireland	2	2	2
Japan	19	19	19
Poland	42	81	103
South Korea	4	4	4
Switzerland	9	9	8
Taiwan	1	1	1
United Kingdom	1	1	-
Uruguay	663	681	730
Total	13,246	13,731	12,676

<i>Change from prior year</i>	4%	4%	-8%
Total number of countries with employees	13	13	10
Percentage of employees in North America	93%	93%	93%
North American Employees Only			
Employees, by business unit			
Real Estate	5%	6%	n/a
Cellulose Fibers	21%	20%	23%
Timberlands	11%	11%	14%
Wood Products	53%	53%	59%
Corporate Functions	10%	10%	4%
Total new hires	1,798	2,000	1,470
Total turnover	1,278	1,579	2,317
Turnover rate, by type			
Involuntary	3%	4%	12%
Voluntary	4%	4%	5%
Retirements	2%	2%	2%
<i>Total turnover rate</i>	9%	10%	19%
Retention rate (total turnover minus voluntary turnover)	96%	96%	95%
Average number of years with company	15	14	14

Average age of employees	47	47	47
Diversity			
	2012	2013	2014
<i>United States only</i>			
Gender			
Female	20%	20%	18%
Male	80%	80%	82%
Race			
White, Non-Hispanic	78%	78%	76%
African American	16%	15%	17%
Asian	2%	2%	1%
Hispanic	3%	3%	3%
American Indian/Alaskan Native	1%	0.1%	1%
Native Hawaiian	-	-	0.2%
Two or more	-	0.5%	1%
Training and Education			
	2012	2013	2014
Student days of education	7,246	8,060	4,483
Total hours of trainings	57,968	64,480	35,864
Employee Engagement			
	2012	2013	2014
Response rate	n/a	89%	n/a

Overall engagement	n/a	74%	n/a
Compensation			
	2012	2013	2014
Ratio of highest base salary to median base salary			
United States			
Ratio of highest to median	18:1	19:1	19:1
Ratio of percentage increase of highest to percentage increase of median, from prior year	0:1	3:1	0:2
Canada			
Ratio of highest to median	4:1	4:1	4:1
Ratio of percentage increase of highest to percentage increase of median, from prior year	-22:1	2:0	-2:1
Employee Representation			
	2012	2013	2014
Percentage of employees in labor unions	28%	28%	29%
Community Investment			
	2012	2013	2014
<i>Based on the LBG Corporate Citizenship Model</i>			
How We Give (Millions of US\$)			
Cash contributions	\$3.7	\$4.7	\$5.2

In-kind giving	\$0.2	\$0.2	\$0.1
Employee time	\$0.1	\$0.01	\$0.1
Management overhead	\$0.3	\$0.3	\$0.1
Total giving	\$4.3	\$5.2	\$5.5

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	69%	59%	45%
Community Investments	17%	16%	12%
Commercial Investments	14%	25%	43%

Employee Involvement

	2012	2013	2014
WAVES volunteers	1,357	1,481	1,093
WAVES volunteer hours	31,820	42,154	38,267
WAVES projects	164	211	180
WAVES grants provided	164	211	180
Donated through WAVES grants (US\$)	\$311,000	\$350,000	\$318,000

Volunteers includes employees, retirees, family and friends

Sustainable Forest Management

	2012	2013	2014
Timberlands owned or managed (under long-term lease or license)			
United States, by state			
Alabama	0.6	0.6	0.5

Arkansas	0.6	0.6	0.6
Louisiana	1.0	1.0	1.0
Mississippi	0.8	0.8	0.8
North Carolina	0.6	0.6	0.6
Oklahoma/Texas	0.6	0.6	0.5
Oregon	1.3	1.3	1.3
Washington	1.3	1.3	1.3
<i>Subtotal United States</i>	<i>6.8</i>	<i>6.8</i>	<i>6.6</i>
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
<i>Subtotal Canada</i>	<i>13.9</i>	<i>13.9</i>	<i>13.9</i>
International, by country			
Uruguay	0.3	0.3	0.3
<i>Subtotal International</i>	<i>0.3</i>	<i>0.3</i>	<i>0.3</i>
Total timberlands	20.8	20.7	20.8
Percentage of timberlands certified to third-party sustainable forestry standards	98%	100%	100%
Seedlings planted (millions)	63	72	97

Total acres harvested	205,112	176,185	198,127
Percent harvested, by region			
Canada	0.1%	0.001%	0.1%
US - West	1.7%	1.7%	2.1%
US - South	3.3%	2.9%	3.3%
Uruguay	5.8%	0.8%	1.1%
Replanted within two years (US and Canada)	99%	96%	99%
Replanted or naturally regenerated	100%	100%	100%
Forestry research spending (millions of US\$)	\$23	\$22	\$18
Forest health and productivity	72%	73%	73%
Water quality	8%	8%	5%
Fish and wildlife	7%	8%	6%
Ecosystems and biodiversity	3%	2%	5%
Other	10%	9%	11%
Promoting Sustainable Forestry			
	2012	2013	2014
Percentage wood supply harvested and delivered by trained loggers	96%	98%	95%
Private forest owners who we purchased wood from and provided best	1,646	1,813	2,053

management practices

Indirect suppliers who we provided reforestation and forestry best management practices	3,927	3,994	4,266
Family forest owners who we provided information to about sustainable forestry	1,600	1,800	2,100
Family forest owners who participated in our Land Owner Assistance Program	585	482	538
Acres these owners manage	118,000	120,470	129,587
Millions of seedlings we provided at no cost	1.2	1.1	0.8
Acres we helped regenerate through planting	1,964	1,963	1,615
Acres we helped regenerate through natural regeneration	3,085	3,790	3,222

Raw Material Use (Wood Fiber)

	2012	2013	2014
--	------	------	------

North America facilities only

Volume of wood fiber used (million cubic units)	11.8	11.5	12.6
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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	31%	32%	34%
From other certified forests	30%	32%	32%
<i>Total from certified forests</i>	<i>61%</i>	<i>64%</i>	<i>66%</i>
Energy			
	2012	2013	2014
Total (BBTUs)			
Fuel consumed			
Renewable			
Black liquor (from chemical-recovery process)	57,962	58,657	58,337
Biomass (from manufacturing residuals)	39,565	36,438	39,966
Non-renewable			
Fossil fuels	16,989	16,823	17,495
Purchased energy			
Electricity	11,204	11,364	11,030
Steam	831	981	932
Energy sold			
Electricity	1,432	1,757	1,716
Steam	1,647	2,184	2,214
Total energy consumed (fuel consumed +	123,471	120,323	120,323

purchased energy - energy
sold)

Total renewable energy consumed (black liquor + biomass)	97,527	95,095	98,303
--	--------	--------	--------

Percent renewable energy of total energy	79%	79%	79%
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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%
--	-----

Cellulose Fibers: percent improvement compared to 2009 baseline	5%
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Air Emissions

	2012	2013	2014
--	------	------	------

Total (million pounds)

Carbon monoxide	27.3	29.6	34.3
-----------------	------	------	------

Nitrogen oxides	17.2	17.1	16.9
-----------------	------	------	------

Particulate matter	6.2	7.2	7.7
--------------------	-----	-----	-----

Sulfur oxides	5.7	3.3	3.5
---------------	-----	-----	-----

Total reduced sulfur	0.4	0.4	0.4
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Volatile organic compounds	18.7	19.2	20.2
-------------------------------	------	------	------

Water Use

Baseline

2012

2013

2014

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

Total (million gallons)

Withdrawal, by source

Ground water	875	876	1,025
--------------	-----	-----	-------

Municipal water	4,694	4,744	4,832
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Surface water	45,573	46,919	45,866
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Discharged, by destination

Municipal treatment plant (POTW)	66	74	77
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Other - Cooling water	6,643	7,093	7,619
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Surface water (treated on-site)	37,968	37,652	38,207
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Total water consumed (withdrawal minus discharged)	6,465	7,719	5,819
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Water withdrawal are estimates since intake measures are not required or possible at all sites

Intensity measure

2007

Gallons of water discharged per ton of pulp produced	17,613	14,310	14,250	14,567
--	--------	--------	--------	--------

Percent change compared to 2007		-19%	-19%	-17%
---------------------------------	--	------	------	------

baseline				
Water Quality				
	Baseline	2012	2013	2014
<i>Cellulose Fibers mills only (>99 percent of total company water use)</i>				
Total (million pounds)				
BOD		6.1	7.0	6.8
TSS		8.8	10.1	11.3
AOX		0.7	0.7	0.7
Intensity measure				
	2010			
Pounds of BOD discharged per ton of pulp produced	2.5	2.0	2.2	2.2
Percent change compared to 2010 baseline		-21%	-9%	-12%
Residuals and Waste				
		2012	2013	2014
Total (million pounds)				
Residuals (used beneficially)				
Composted: land applied for soil amendment		66	73	68
Recovered: burned for energy (on- and off-site)		14,016	13,443	13,963
Reused: beneficially reused and shipped off-site for use in other		6,564	7,218	7,343

products

Waste

Recycled	23	15	19
Landfilled (non-hazardous)	403	492	427
Incinerated	0.1	0.0	0.0
Disposed in permitted disposal facilities (hazardous)	0.2	0.2	0.2
Total residuals and waste	21,071	21,240	21,819

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 2010 baseline	-11%	8%%	-11%
---	------	-----	------

Greenhouse Gases

	Baseline	2012	2013	2014
--	----------	------	------	------

Absolute

Million metric tons of CO2 equivalents

2000

Direct	2.03	1.41	1.37	1.52
Indirect	1.70	1.25	1.29	1.28

Total (direct + indirect)	3.73	2.65	2.67	2.80
<i>Percent change compared to 2000 baseline</i>		-29%	-28%	-25%

Intensity

Kilograms of CO2 equivalents per metric ton of production

Direct	123	113	123
Indirect	109	106	104
Total (direct + indirect)	231	220	227

Environmental Compliance

	2012	2013	2014
Fines and penalties (thousands of US\$)	\$44	\$21	113%
Number of environmental noncompliance incidents	3	28	6
Percentage operations covered by internal environmental compliance audits	26%	24%	22%

Environmental Remediation

	2012	2013	2014
Active projects	50	47	41
Spent on environmental remediation (millions of US\$)	\$6	\$5	\$5
Anticipated to spend next year (millions of US\$)	\$6	\$6	\$7

Environmental Management Systems

	2012	2013	2014
Facilities with EMS registered to ISO 14001	12%	18%	16%
Facilities with EMS "ISO-ready"	95%	93%	95%

Economic Value

	2012	2013	2014
--	------	------	------

Direct economic value generated (millions of US\$)

Net sales and revenue - cash basis	\$7,026	\$8,502	\$8,005
Interest income and other	\$52	\$58	\$37
Net proceeds of investments held by special purpose entities	\$13	\$22	\$0
Proceeds from the sale of assets and operations	\$80	\$20	\$735
<i>Subtotal</i>	<i>\$7,171</i>	<i>\$8,602</i>	<i>\$8,777</i>

Economic value distributed (millions of US\$)

Costs and expenses - cash basis	\$(6,159)	\$(7,182)	\$(6,672)
Payments to providers of funds	\$(904)	\$(1,363)	(943)
Cash paid for taxes	\$13	\$(8)	\$37
Community investments	\$(4)	\$(5)	\$(6)

<i>Subtotal</i>	<i>\$(7,054)</i>	<i>\$(8,558)</i>	<i>\$(7,584)</i>
Total economic value retained (generated - distributed)	\$117	\$44	\$1,193
Political Contributions			
	2012	2013	2014
United States (US\$)			
Weyerhaeuser	\$518,575	\$248,063	\$283,300
Weyerhaeuser Political Action Committee	\$384,680	\$223,500	\$220,000
Canada (CAN\$)			
Weyerhaeuser Company Limited	\$37,148	\$64,320	\$61,970

COVERAGE AND SCOPE

COVERAGE

- Financial results are for fiscal year 2014.
- Except where noted, this report covers all our operations for the calendar year 2014.
- Specific to Environmental Data:
 - Included:
 - Our global operations owned in 2014 (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 2014 and our wood products distribution centers (insignificant environmental footprint contribution compared to our manufacturing facilities).

SOURCES

- Established internal databases used regularly by our operations
- Environmental data reported to the EPA and other regulatory agencies
- Annual companywide internal survey
-

At the facility level, physical measurement, representative and other sampling, application of standard government factors, and recognized industry factors

- Calculations are performed using measured data as well as commonly recognized engineering standards. All equations and estimations used in calculating environmental data are accepted industry wide and by all pertinent regulatory authorities.

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 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.

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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.

Description	Date Updated	Download
2014 Sustainability Report*	Coming soon	
2013 Sustainability Report*	6/11/2014	Download
2012 Sustainability Report	8/20/2013	Download
2011 Sustainability Report	7/17/2012	Download
2010 Sustainability Report	8/9/2011	Download
2009 Sustainability Report	9/30/2010	Download
*Does not 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**.

Description	
GENERAL STANDARD DISCLOSURES	
Strategy and Analysis	
G4-1	Statement from CEO
G4-2	Description of key impacts, risks, and opportunities

Organizational Profile

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
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

G4-16 Association membership

Identified Material Aspects and Boundaries

G4-17 Entities included in consolidated financial statements

G4-18 Process for defining report content and aspect boundaries

G4-19 Significant aspects identified

G4-20 Aspect boundary within organization

G4-21 Aspect boundary outside organization

G4-22 Effects of restatements

G4-23 Significant changes in the scope and aspect boundaries from previous report

Stakeholder Engagement

G4-24 List of stakeholder groups engaged

G4-25 Basis for identification and selection of stakeholders

G4-26 Approach to stakeholder engagement

G4-27 Response to key topics and concerns raised

Report Profile

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

Governance

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 s

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 and
G4-42	Role of highest governance body's and senior executives' roles in development, ap
G4-43	Measures taken to enhance the highest governance body's collective knowledge o
G4-44	Process for evaluation of highest governance body's performance with respect to g
G4-45	Role of highest governance body's role in identification and management of sustain
G4-46	Role of highest governance body's role in reviewing the effectiveness of risk mana
G4-47	Frequency of highest governance body's review of sustainability impacts, risks and
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
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 remuneratio
G4-54	Ratio of total annual compensation for highest paid individual to median annual tot
G4-55	Ratio of percentage increase regarding G4-54

Ethics and Integrity

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
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawf

SPECIFIC STANDARD DISCLOSURES

ECONOMIC

Economic Performance

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

ENVIRONMENTAL

Materials

G4-DMA

G4-EN1 Materials used by weight or volume

G4-EN2 Percentage of materials used that are recycled input materials

Energy

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

Water

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

Biodiversity

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

G4-EN13 Habitats protected or restored

G4-EN14 Total number of IUCN Red List species and national conservation list species with significant impacts

Emissions

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_x, SO_x, and other significant air emissions

Effluents and Waste

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 un

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

Compliance

G4-DMA

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

Overall

G4-DMA

G4-EN31 Total environmental protection expenditures and investments by type

Environmental Grievance Mechanisms

G4-DMA

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

SOCIAL

Employment

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

Labor/Management Relations

G4-DMA

G4-LA4 Minimum notice periods regarding significant operational changes

Occupational Health and Safety

G4-DMA

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

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

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

Training and Education

G4-DMA

G4-LA9 Average hours of training per year

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

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

Diversity and Equal Opportunity

G4-DMA

Composition of governance bodies and breakdown of employees per category acc

SOCIETY

Anti-Corruption

G4-DMA

G4-SO3 Operations assessed for risks related to corruption and significant risk identified

G4-SO4 Communication and training on anti-corruption policies and procedures

G4-SO5 Confirmed incidents of corruption and actions taken

Public Policy

G4-DMA

G4-SO6 Political contributions

Anti-Competitive Behavior

G4-DMA

G4-SO7 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Compliance

G4-DMA

G4-SO8 Monetary value of significant fines and total number of non-monetary sanctions for

Grievance Mechanisms for Impacts on Society

G4-DMA

G4-SO11 Number of grievances about impacts on society filed, addressed, and resolved thro

PRODUCT RESPONSIBILITY

Customer Health and Safety

G4-DMA

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

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

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SUSTAINABILITY FEEDBACK

IS ANYONE LISTENING? WE ARE.

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

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

Overall, how would you rate our online sustainability report? 1 = not at all valuable/useful, 5 = extremely valuable/useful

1 2 3 4 5

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

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

Credible and openly reports on the topics

1 2 3 4 5

Clear and easy to understand

1 2 3 4 5

Logically organized and easy to navigate

1 2 3 4 5

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

1 2 3 4 5

How much of this online report did you read?

Which part(s) did you find most useful? Check all that apply:

Our Commitment

Governance

Environmental

Employees

Communities

Data and GRI Index

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

Other

Based on what you've read in this report, do you think we are managing our company sustainably? 1 = strongly disagree, 2 = disagree, 3 = agree, 4 = strongly agree

1 2 3 4

Do you have any additional comments?

Contact information (optional):

Name *

Email *

Phone

Address



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