

SUSTAINABILITY

OUR STORY

OUR RESULTS

PERFORMANCE

PEOPLE

PLANET

EXTRAS

SUSTAINABILITY

Superior Sustainable Solutions for the World

Welcome to our online sustainability report. We use this space to report annually on progress we've made toward goals in three core areas.

- **Performance:** Our goal is to be the first choice for our customers and our investors. We will achieve this through consistent operational excellence that delivers innovative products and produces top-quartile financial results.
- **People:** We care about our employees and communities. Our people are talented experts whose dedication drives our success and whose compassion for serving others helps our communities thrive.
- **Planet:** We provide renewable-resource solutions that improve lives in fundamental ways. As responsible stewards of our land and forests, we practice sustainable forestry, minimize our environmental footprint, and demonstrate the sustainability of our products.

We invite you to learn more about our sustainability commitments, activities and results, and we welcome your feedback.



EXPLORE OUR ONLINE REPORT:

- **Sustainability in Action:** Read about how our employees [make a sustainable difference](#).
- **Progress Against Goals:** See [how we measure up](#) against our comprehensive set of 2020 sustainability goals.
- **A Deeper Dive:** Learn more about all the activities we engage in to achieve our [Performance](#), [People](#) and [Planet](#) goals.
- **Tell Us What You Think:** Your input is important us. Please take a moment to [give us some feedback](#).

Last updated July 3, 2013

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OUR STORY ▶

Sustainability in Action

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OUR STORY

A message from Doyle Simons, our new President and CEO

August 2013

The first thing I did after joining this company was spend several weeks visiting our operations. I toured our facilities, met with employees and asked questions about what we do well and where we need to improve. I learned a lot.

I learned that Weyerhaeuser's values are not just words on a page — our people really do live by them every day. I was impressed with the remarkable consistency I experienced when engaging with people across the company who spoke about our commitment to working safely, acting with integrity, being responsible stewards of the environment, and giving back to our operating communities.

I also learned that our people are highly talented, proud of our history and deeply committed to what we do. Like me, they want this company to be the very best it can be — what I call a truly great company that achieves great financial performance, is a great place to work, and a makes a great contribution to society. To get there, we must both build on our strengths and actively improve where we have gaps.

For me, this is the very definition of sustainability — focusing on the critical factors that will ensure our success, not just in the short term, but for decades to come. Sustainability should be, quite simply, the way we do business. But I understand it's not enough to say we are sustainable; we must be able to prove it by setting the right goals and transparently reporting on our progress toward meeting them. This section of our website is dedicated to doing just that. For example, some of our recent accomplishments include:

- We have improved both our [absolute financial performance and relative performance](#) against peer companies.
- We are maintaining [excellence in safety](#), ending 2012 with a recordable injury rate of 0.76, the lowest in our history.
- We launched a new [Leadership Development Framework](#) that will strengthen our leadership pipeline to fill critical roles throughout our company in the years ahead.
- We have achieved [100 percent certification of our timberlands](#), worldwide, which exceeds both the global average of 10 percent and the North American average of 32 percent.
- We are actively working to reduce our environmental footprint, with a 28 percent



[reduction in greenhouse gas emissions](#) since 2000, a 19 percent [reduction in water use](#) since 2007, a 21 percent [reduction in wastewater pollutant discharges](#) since 2010, and a 9 percent [reduction in solid waste to landfills](#) since 2010.

- We [invested \\$4 million in our operating communities](#) in the form of cash donations, in-kind giving and employee time, in 2012.

We're proud of these accomplishments, but our journey is not done. In fact, it will never be done, because the world is always changing and the bar is always rising for what it means to be sustainable — financially, socially and environmentally. My goal is to ensure Weyerhaeuser excels at meeting the needs and expectations of our critical stakeholders in all these areas, now and in the future.

Thank you for your interest in sustainability at 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*

Last updated August 19, 2013

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## SUSTAINABILITY

### OUR STORY

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There's no way to capture our entire sustainability story in one website or report. Throughout our website, we provide snapshots into more of the personal, real-life examples of our employees embracing sustainability as an ever day part of their work. To provide a snapshot of those sustainability stories in action, we invite you peel back the pages and learn about our employee, their commitments to performance, people, and the planet, and their never ending quest for improved performance.

## PERFORMANCE: We strive to be the first choice for customers and investors

### SUSTAINABILITY IN ACTION



#### COTTAGE INDUSTRY

A booming new home style is born out of deep recession woes

▶ [READ THE STORY](#)

### SUSTAINABILITY IN ACTION



#### MAN OF STEEL

Shearing genius idea removes the middle man, boost margins

▶ [READ THE STORY](#)

### SUSTAINABILITY IN ACTION



#### MOE VALUE

Inventive way to "see" modulus of elasticity saves time, money

▶ [READ THE STORY](#)



**SUSTAINABILITY IN ACTION**



**MAKIN' THE LITTLE DUDES**  
Extending value through innovative new pulp product called Pearl

[▶ READ THE STORY](#)

**SUSTAINABILITY IN ACTION**



**BREAKING GROUND**  
\$23 million investment to improve efficiency, maximize raw materials

[▶ READ THE STORY](#)

**SUSTAINABILITY IN ACTION**



**MAKING THE LIST**  
We're among Ethisphere's "World's Most Ethical Companies." Again.

[▶ READ THE STORY](#)

## PEOPLE: We care about our employees and communities

**SUSTAINABILITY IN ACTION**



**BLACK ROCK FRIENDS**  
Mutual support makes tree farm and town good neighbors

[▶ READ THE STORY](#)

**SUSTAINABILITY IN ACTION**



**FEETS OF STRENGTH**  
Weyerhaeuser team helps March of Dimes help babies

[▶ READ THE STORY](#)

**SUSTAINABILITY IN ACTION**



**MORE THAN HOUSES**  
Weyerhaeuser volunteers get back as much as they give in Haiti

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**SUSTAINABILITY IN ACTION**



**WOMEN OF INFLUENCE**  
Weyerhaeuser pair recognized for contributions to business

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**SUSTAINABILITY IN ACTION**



**LITTLE REWARD**  
Pardee Homes employee is devoted to his community in a big way

▶ **READ THE STORY**

**SUSTAINABILITY IN ACTION**



**BLOOD, SWEAT, NO TEARS**  
Some employees are all heart. Russell Petrie is all vein.

▶ **READ THE STORY**

## PLANET: We provide renewable-resource solutions

**SUSTAINABILITY IN ACTION**



**MAKING PROGRESS**  
Shari Brown talks to REIT TV about our environmental goal progress

▶ **WATCH THE VIDEO**

**SUSTAINABILITY IN ACTION**



**HOMES AND HERS**  
Scoring happy customers by getting lower scores

▶ **READ THE STORY**

**SUSTAINABILITY IN ACTION**



**SNAGGING AN AWARD**  
More dead trees wins wildlife team honors for stewardship

▶ **READ THE STORY**

**SUSTAINABILITY IN ACTION**



**POLLUTION SOLUTION**  
Reduction project has financial, environmental rewards in Georgia

► [READ THE STORY](#)

**SUSTAINABILITY IN ACTION**



**"PULP ON THE SIDE"**  
Well, not really. But green power is boosting revenue for Alberta mill

► [READ THE STORY](#)

**SUSTAINABILITY IN ACTION**



**LAYERS OF BENEFITS**  
Oregon veneer mill reduces energy usage by 1,000 megawatts

► [READ THE STORY](#)

## Cottage industry

### Trendmaker breaks new ground with Texas Casual Cottages

5/25/2012

"...Land spreadin' out so far and wide. Keep Manhattan, just give me that countryside..."

Some of you may recognize the theme song to *Green Acres*, the popular TV series from the 1960s whose characters leave the city for rural life. The show was a spoof, but many Baby Boomers who watched it as teenagers are considering such a move. And Houston's Trendmaker Homes is ready to meet their needs.

Far from the ramshackle house in *Green Acres*, however, Trendmaker's Texas Casual Cottages offer a sweet alternative to city living. With porches spreadin' far and wide, these innovative country homes are proving to be a popular choice.

"We learned that empty nesters do one of four things: They stay in their current house, move into town, buy a patio home in the suburbs, or get





**Texas Casual Cottages, with broad porches and craftsman interiors, capture a rural lifestyle and represent a new business model for Trendmaker Homes.**

outa Dodge," says Will Holder, Trendmaker president. "We're appealing to those who've bought land in rural Texas and want to build a new home or getaway."

#### A new business model

Texas Casual Cottages is a new business model

for Trendmaker, which builds luxury homes in the Houston area on company-owned development property. With the cottages, there's no company-owned property and no home inventory. More than half of the people who visit the two model home parks already own acreage, and others are looking to buy some.

Trendmaker acts as the general contractor and uses many of the same construction companies, sub-contractors, work orders and accounting procedures it uses for its Houston business.

The new business model is very capital-efficient, Holder says. When people decide to buy, they apply for a one-time "temporary-to-permanent" loan. Once they get it, Trendmaker starts construction with money drawn from the loan. When the house is completed, their permanent mortgage begins.



"There's no chance for a bust-out contract where the buyer agrees to put money down and then backs out."

#### **Recession was the mother of invention**

Financial difficulties are all too familiar to the housing industry, which has suffered immensely from the recession. The Houston area, for instance, went from 55,000 housing starts in 2008 to 17,000 in 2011.

"The market dissolved under our feet," Holder says. "It was like fishing in a stream and 70 percent of the fish went away. We had to find another stream. We had to open ourselves up to new ideas."

For Texas Casual Cottages, Holder credits Joe Mandola, Trendmaker's senior vice president, who did the initial research and promoted the idea within the company.

"He saw the possibilities and convinced us that with our experience in the industry, we could sell houses out there."

And they have. By the end of 2011, the office located in Round Top had made 32 sales. Since its start-up last November, the Wimberley office located in the Hill Country has had nine sales.

#### **Rural lifestyle**

The cottages reflect a comfortable rural lifestyle with several common characteristics. All the homes are wide, and include:

- Large porches front and back
- 30-inch pier-and-beam foundations
- Metal roofs
- All-wood interiors

The business offers one- or two-story plans with prices ranging from \$100,000-\$350,000. Holder says the cottages won't replace Trendmaker's normal business, which has served the Houston area since 1971.

"We're just super excited how the concept is working," he says. "When things were bad it gave us a reason to say 'we're not waiting for the market; we can control our destiny.' We're proving it up and I'm happy everyone in the company is rooting for us."

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## **Man of steel**

### **Matt Cross' shear genius earns him a President's Award**

**6/15/2012**

Imagine you had a good idea — even a great idea — on how to help your business grow and be more profitable. And no one stopped you. In fact, you were given the go-ahead. So you did

your work and the idea you believed in proved a winner. Your boss even got choked up when he presented you with a President's Award for your effort. Well...

Last year, the Distribution Business was launched as a stand-alone organization in Wood Products. Its leaders, focusing on growth, encouraged employees to bring their entrepreneurial ideas forward. Matt Cross, the business development manager for steel products, was ready.

"Our distribution centers sell rebar and other steel products to customers," says Cross. "But selling certain lengths of rebar involved a secondary supplier, which added to the cost. I had a plan to eliminate that step and get us more directly involved."

Historically, rebar — which makes up about 75 percent of steel sales — would arrive from the manufacturer in 20-foot lengths. For customers who needed shorter lengths, the centers had to send it off-site for custom cutting and then have it shipped back for sale.

"I believed it would be more profitable and cost-effective if we installed shearing equipment on site and cut it ourselves," Cross says. "With the business challenging us to think of ways to increase our margins, I pitched my idea."

#### Running with the plan

"Matt took leaders at their word and presented a detailed business case, and they followed through on their promise to invest in growth," says David Helmers, director of business development for the Distribution Business and nominating manager for the President's Award. "With their buy-in, he went to work."

Cross built new partnerships with steel manufacturers and researched rebar shearing equipment. To address safety risks, he invited industry experts to tour the sites and offer recommendations on equipment set-up and operations. When it came to installation, he was on site to help set up the new machines.



**Spencer Bennett operates the new steel shear line at the Tacoma, Wash., distribution center.**

### The payoff

Helmets has plenty of positive data on the project, which was piloted in late 2011 at distribution centers in Tacoma, Wash.; Salt Lake City, Utah; and Stockton, Calif.

The results include:

- Improved use of inventory (rebar can be cut on demand to meet customer needs).
- Reduced finished-product cost (immediate margin improvement from 20 percent to 35 percent for cut product using staff to run the shear line vs. outsourcing and transport costs).
- Improved customer service (broader range of products immediately available).
- Improved perception of Weyerhaeuser Distribution Business by customers (investing in growing business and capabilities, and finding ways to keep product costs down).

Accounting for sequencing time, the project will break even in approximately nine months with a 120-percent internal rate of return. Since installation, sales of 10-foot rebar have grown at twice the pace of the overall Steel category.

### Steel more to come

Helmets says the next site will be in the West or Central markets, where steel can make up 30 percent of category sales. The business is looking for further expansion at its 22 distribution centers.

"The financials are very sound," says Helmets. "But my recommendation for this President's Award was to acknowledge Matt's leadership in helping us explore new ways to service customers, his care for the safety of our teams at the sites, and his keen awareness of market opportunity. It was such a good feeling to give him this award to recognize his passion, energy and commitment in making this new business model successful."

Cross says he has more improvement ideas, and is excited that leaders support employee creativity and taking a different perspective.

"For me it was great to be a part of the adventure," he says. "I hope this success breeds more ideas from everyone. Taking a chance — we need more of that."

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## MOE value

### Modulus of elasticity stretches Weyerhaeuser's resources

3/26/2012

He didn't order it from the back of an old comic book, but Stan Floyd has developed what amounts to X-ray specs for trees. Floyd, a wood quality researcher at the Weyerhaeuser Technology Center, has developed a way to look at a tree and know, while it's still wearing its bark, whether or

not its wood is ideal for the veneers used in Weyerhaeuser's Microllam® laminated veneer lumber product.

The trait Floyd can "see" is called modulus of elasticity. It's a fancy term for stiffness, and his secret already has helped Weyerhaeuser save more than \$4 million dollars.



Floyd's discovery evolved over twenty years of observations, including his involvement in the recent development of Framex Series® Lumber. He was able to make a correlation between the desired characteristics of finished lumber and the trees the wood came from. The details are proprietary, but instead of testing wood in a lab, the secret now can be applied using a low cost process that involves analyzing forest inventory records and cruising the stand. That's helping the company accomplish not one but three goals: make better harvest and purchase decisions, reduce raw material costs for multiple production facilities, and help its veneer plants turn out more top-quality veneer.

#### Teamwork required

In recent years, poor market conditions have prompted the Timberlands business to delay harvests. At the same time, Weyerhaeuser's Zwolle, La., and Emerson, Ark., veneer facilities have typically purchased 80 percent of their logs on the open market.

"We were paying a premium for purchased logs and deferring harvest of our own timber," Floyd explains. "Timberlands needed to move trees and the veneer mills needed to reduce costs."

In addition, not all those purchased logs produced great veneer. While the best sheets are sent to Weyerhaeuser's Microllam facility in Natchitoches, La., lower-quality veneer is made into plywood or sometimes chipped for fuel, neither providing ideal returns.

Meanwhile, at Natchitoches, "We pay a significant premium for the veneer we buy outside the company," says Jeremy Dummer, technology advisor for Engineered Wood Products.

So another goal was to reduce that percentage, and thus Natchitoches' purchase costs, by supplying it with more top quality



veneer from Weyerhaeuser facilities.

Floyd's innovation enables Weyerhaeuser to gain value throughout that supply chain. The improved ability to identify trees that are ideal for veneer production has allowed the company to harvest and market more stands internally. That includes some younger stands with high-MOE logs, which conventional wisdom might have said was impossible. So between 2010 and 2011, the percentage of Weyerhaeuser timber going to Zwolle and Emerson increased to 30 percent and is already on its way toward a 2012 target of 40 percent. That saves money in sourcing.

"We've been able to increase our fee log percentage into those facilities — and take them the right 30 to 40 percent," notes Rhonda Hunter, vice president of Southern Timberlands. "It gives us another tool to use in allocating wood to the best market — beyond just logistics — and reduces the need for outside log purchases for the veneer facilities."

In addition, the veneer plants' sourcing teams have new insight they can use to successfully bid for less expensive purchased logs that still have the qualities needed. And finally, improvements at the veneer plants are optimizing their yields.

"Since we had a premium log," says Dummer, "it wasn't acceptable to get the same recovery from it."

Initially, about 40 percent of the finished veneer was suitable for Microllam laminated veneer lumber.

"We needed to use the maximum percentage for Microllam veneer, and to do that, we had to understand why we were losing 60 percent of the tree."

He led a cross-functional team that worked to understand the issues and increase the percentage of Microllam quality veneer the two plants turned out. Their improvements ranged from recalibrating equipment to refining sorting techniques. As a result, they've increased the number of weekly truckloads of veneer destined for Microllam by about 50 percent.

"The Zwolle and Emerson people have put in a lot of work to ensure that we recognize every good sheet and get it to the LVL facility," Floyd explains. "And Timberlands did a great job of implementing what we learned in the research. Gary Hill, forest planning manager, took the leap of faith and quickly commercialized the model.

"It's a very good example of how Wood Products and Timberlands have worked hand-in-hand to make things happen."

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**'Makin' the  
little dudes'**  
**Cellulose Fibers scores  
President's Award  
commercializing Pearl  
pulp**

**7/17/2012**

When they got the chance to

take an innovative product to market, Cellulose Fibers employees were ready. For their successful efforts, team members who commercialized Pearl pulp not only helped the business, but also earned a President's Award.

You see, there's creating value and then there's *extending* it. In a way, the Pearl pulp produced by Weyerhaeuser's Port Wentworth, Ga., mill does both. It creates value for the company and it extends it for Pearl customers.

First you have to understand Pearl customers. They're Chinese manufacturers of viscose rayon staple, a yarn ultimately used to make rayon fabrics that become shirts and other garments popular with the burgeoning middle classes of China, India and other developing countries.

Unlike polyester, which is an oil-based fiber, rayon has traditionally been made from either cotton linter pulp or regular dissolving wood pulp. Pearl pulp, made with the more environmentally friendly Kraft process, can act as a partial replacement for traditional DWP, thereby extending it.

"The benefits of this substitution, while partially environmental, are primarily economic," says John Carpenter, vice president of Sales for Cellulose Fibers who nominated the team. "By using Pearl for a portion of their furnish, viscose rayon producers can reduce their average cost without sacrificing quality in their end product."

Cellulose Fibers, through its R&D arm, created Pearl several years ago and introduced it to customers in 2008. At the time, however, makers of viscose rayon staple didn't see Pearl as providing them enough cost-savings to justify taking a chance on it.



**Liftin' the little dudes at Port Wentworth**

### Opportunity comes knocking

After two years on the shelf, opportunity came quickly for Pearl in 2010. Rising demand for viscose rayon feedstock plus a sudden shortage of cotton linter pulp — the results of abnormally low global cotton harvests — created a favorable environment to reintroduce Pearl to potential Chinese customers.

"We spent some time finding the right agent to represent Pearl in China," says Carpenter. "It had to be someone who knew the DWP process and it had to be someone who could open the door to potential customers. We got the right person."

With the price of dissolving wood pulp soaring, Cellulose Fiber's agent, a Chinese national, found the door now open to those selling a less expensive, easily blended extender for the DWP. What began as an initial substitution rate of 10 to 15 percent quickly grew to 25 to 30 percent as the new customers became more familiar with the Pearl pulp and found ways to more effectively blend it with their traditional raw materials.

### Port Wentworth's "entrepreneurial DNA"

As demand for Pearl rose, the business faced the challenge of producing enough. For a number of reasons — including access to the nearby port of Savannah and an ability to produce bales or rolls — the task fell to Port Wentworth, which already had a stable full of customers for its other products, such as standard fluff and paper-grade pulp.

"What enabled us to quickly switch to producing one-third of our capacity as Pearl is the entrepreneurial DNA of our people," says Todd Howard, the mill's production manager, "There's a 'git-er-done' attitude top to bottom. Our high-performance work system only amplified it."

As the mill's production of Pearl ramped up, however, so did its need to juggle its commitments to existing customers, especially those for fluff pulp. This had the business's two demand managers — Kirsten Heale and Kristine Richwine — hopping.

"Because the CF system was already sold out," says Heale, "we had to shift volume throughout the entire pulp-mill system and bring order volumes for fluff pulp to their contractual minimums. We took an aggressive yet realistic approach, but we met all our customer commitments. It was a fine balance."

### Those "little dudes"

Oh, and there was one more obstacle to overcome. Most Pearl customers wanted their product in bales smaller than those the mill traditionally produced. This called for modification of the cutter-layboy (baler) and wrapping equipment.

"Makin' the little dudes!" became the mill's rallying cry. Port Wentworth's leadership team hosted a kick-off event and gave everyone a t-shirt with those words emblazoned over a picture of a small bale emerging from an oyster.

"That created a lot of buzz," says Howard. "People here were really excited to be making a differentiated product that delighted our customers and boosted our margins. It was a fabulous team effort — and not just at the mill, but also with R&D, Marketing, Sales and our business leadership team."

And how about this? Incremental earnings from this single product launch (Pearl bales and rolls) generated more than \$92 million in revenue and \$42 million in earnings above the mill's next best alternatives last year.

Little dudes. Big results.

Team members include: Todd Howard, Paula Butler, Dr. Venketa Parthasarathy, Christopher Wright, John Carpenter, Bart Milner, Ashley So, Kristine Richwine, Kirsten Heale and Dr. Mengkui Luo.

## BREAKING GROUND

**\$23 million investment to improve efficiency, maximize raw materials**

**July 1, 2013**

Our dimensional softwood lumber mill in Drayton Valley, Alberta, is poised to make the most of a \$23 million investment in production upgrades over the next year and a half.

The expansion, including upgrades to the sawmill and drying operations, will help improve cost structure, maximize raw materials, increase energy efficiency and improve product quality and appearance. We expect the improvements will ultimately increase production capacity by 35 percent.

"These upgrades are game-changers that will bring the mill to a new level," says Doug Wessel, unit manager. "They will help us improve efficiencies and ensure that we meet customer needs for high-quality lumber products as the economy continues to grow."

About the announcement, Drayton Valley Mayor Moe Hamdon said: "Weyerhaeuser has a long history in our community, and seeing this investment is great news. Not only does it add more jobs and help to draw more people to our community, but it also highlights the importance Weyerhaeuser puts on Drayton Valley and the commitment the company has to the area."

The Drayton Valley sawmill produces a range of spruce-pine-fir lumber products sourced from Canadian forests for customers in North America and Asia. This type of lumber's high fiber strength, light weight, and easy workability make it an ideal choice for house construction, trusses, and home projects.

Upgrades to the mill are slated for completion in the third quarter of 2014.



**Weyerhaeuser employees, along with local elected officials, break ground on a \$23 million expansion project in Alberta.**



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## Making the List

### We're among Ethisphere's 'World's Most Ethical Companies'

3/20/2013

Weyerhaeuser has been named one of the World's Most Ethical Companies for 2013 by the Ethisphere Institute. This is the fourth year we've been recognized on the Ethisphere list, which features 145 companies across more than 36 industries.

Ethisphere is an international organization dedicated to the creation, advancement and sharing of best practices in business ethics, corporate social responsibility, anti-corruption and sustainability. Through a multi-step evaluation process, its researchers and analysts reviewed many companies' codes of ethics, investment in innovation and sustainable business practices, and corporate citizenship activities.

Other World's Most Ethical Companies include Target, Ford Motor Company, Aflac, and Starbucks. International Paper, SCA, and Stora Enso also were recognized in the Forestry, Paper and Packaging industry.

Learn more about our [ethics goals and guidelines](#) and check the [many other honors we've received](#).

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Weyerhaeuser executive vice president and CFO Patty Bedient, senior vice president and general counsel Sandy McDade, and vice president for Strategic Planning Betsy Seaton were in New York and accepted the honor.

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## Good day at Black Rock

### Mutual support makes tree farm and town good neighbors

3/9/2012

An unusually powerful rainstorm hit western Oregon this January. In tiny Falls City, gushing water and debris proved too powerful

for the two culverts under Mitchell Street. As the drains filled up and then plugged, flood waters from Dutch Creek surged over the city-owned access road to Weyerhaeuser's Black Rock Tree Farm. Passage was impossible, halting log traffic and stranding residents of homes along the road.



**You've heard of yarding? This is back-yarding. To log this close to someone's home, Black Rock employees need a solid relationship with the community.**

"We were up to our ears in water," says Amy Houghtaling, the town's mayor. "With just two public works employees and inadequate equipment, we couldn't fix it. We called Weyerhaeuser about eight that night and they came out the next day."

Calling on company contractors with powerful backhoes, Mark Baumgartner, Black Rock's harvesting manager, was glad to help the town bordering the 50,000-acre tree farm.

"Even though the city is responsible for maintaining the road, it's a main hauling route for our logs," he says. "We have a vested interest in keeping it open."

It's also the neighborly thing to do and one of the many ways Weyerhaeuser supports the community of about 960 people.

Weyerhaeuser paid to dig trenches and repair the culverts. The company then donated a third culvert to the city, and hauled in new gravel for the road and rock armor for reinforcement. During the repairs, tree farm gates were opened as alternative routes for homeowners.

The mayor was so pleased she wrote a letter to the local paper, thanking Weyerhaeuser "for their manpower, time and resources. Falls City is very lucky to have such great community supporters."

Reaching out isn't new to Baumgartner, who spent the first two decades of his 30-year career operating under Willamette

Industries' Good Neighbor Policy. When he became a Weyerhaeuser employee, he was pleased to find a similar philosophy supported by company leaders.

"We need open communication and good relationships in order to operate," Baumgartner says, "especially when we're literally in someone's back yard."

For instance, when the company harvested a 43-acre unit within city limits, there were several issues for Baumgartner and forest engineer Todd Wollman to consider, such as dust problems, noise, and tree removals close to homes and driveways. And Weyerhaeuser uses the town's main street to haul logs past the fire station, stores and high school.

To help mitigate problems, the company maintains roads for dust abatement, offers professional harvesting help to neighbors, follows strict driving practices through town, and works closely with the Falls City's public works department.

It's even donated a refurbished road grader to the city. And after the flood, Baumgartner contacted the Luckiamute watershed council to explore ways for Falls City to permanently fix the road crossing on a cost-share basis.

"It's a good mutual partnership," says Houghtaling. "Weyerhaeuser relies on the city and we rely on them. It's really nice when we aren't hearing complaints at city hall."

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## Feets of strength

**Weyerhaeuser team helps the March of Dimes help babies**

**5/10/2013**

John Devore first participated in a March of Dimes walkathon in 1978. A fifth grader at the time, Devore completed eight of the 20 miles at the annual fundraiser. Vowing to return and finish, he walked all 20 miles in 1979.



**2012's Triple Play team pauses for a group portrait at the Tacoma/Pierce County fundraising walk for the March of Dimes.**

Roxann Swenson and Paula Edelstein each have healthy children who were born prematurely. As mothers of twin girls who received special care during their first months, their experiences touched them deeply and helped form their awareness and appreciation for the [March of Dimes](#).

Devore, Swenson and Edelstein are members of the Corporate Region's March of Dimes planning team. They recently attended the nonprofit's annual recognition event where Weyerhaeuser was honored for its 2012 efforts.

"Weyerhaeuser's had a longtime commitment to the March of Dimes," says Devore, team leader in the Shared Services Organization who accepted the recognition plaque for the company. "Last year we wanted to increase participation in the walk and get more visibility. Folks really responded."

### Triple Play for babies

For the Tacoma/Pierce County-area walk, the team settled on a Triple Play theme. The goal was to sign up at least 200 people (employees, friends and family), get \$10,000 in donations, and qualify for the maximum \$5,000 WAVES grant.

They knocked it out of the park. Their 213 walkers brought in more than \$13,000 and the final donation to March of Dimes exceeded \$18,000. Weyerhaeuser's corporate team was one of the top three contributors to Pierce County's 2012 fundraiser.

Now the team wants to keep the momentum going.

### March of Dimes

The charity was founded in 1938 by President Franklin Roosevelt to combat polio. Seventy-five years later, the research and education funded by the March of Dimes have helped eliminate deadly diseases and protect newborns, especially those born prematurely.

"So many things can go wrong with a premature pregnancy," says Edelstein, HR director for Cellulose Fibers whose five-year old daughters weighed less than three pounds at birth. "That's when I learned about the extent of the March of Dimes' research and advocacy."

Swenson's girls, now 11, look forward each year to walking in the fundraiser, which has shortened to three miles since Devore's trek in the Seventies.

"They get it," says Swenson, welfare manager in Employee Benefits. "They understand how their lives were touched because of the work of the March of Dimes."

### March for Babies

To mark the charitable walking event's 75th anniversary, Weyerhaeuser's Corporate Region team is looking for at least 175 walkers to participate this May. The target donation goal is \$17,500, which they hope to add to another WAVES grant.

"It was really fun," says Swenson, "to see all those Weyerhaeuser walkers wearing their WAVES t-shirts last year. We know all that green is raising a lot of 'green' for March of Dimes."

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## Building more than houses

**Weyerhaeuser volunteers get back as much as they give Haiti**

1/2/2013



Temperatures on the jobsite peaked at 123 degrees. Then Tropical Storm Sandy brought knee-deep mud. All around was relentless poverty, and the 12-hour work days included encounters with giant spiders.

So why is Mike Sekely beaming?

"I feel like a new me since spending time in Haiti," says Sekely, one of 14 company volunteers who recently helped build Weyerhaeuser-designed homes near Port-au-Prince. "It was far more humbling and rewarding than I ever expected."



**Michael Sekely enjoys recess with a friend.**

Sekely, director of operations for Wood Products' Distribution business, had never volunteered offshore before. Then he learned about the opportunity to work on the Haiti building project as a Disaster Relief Employee Volunteer. It's a Weyerhaeuser-sponsored program that allows employees to take time off with pay to help during a disaster.

"I heard Glyn Boone was deeply involved in the project and I signed up," he said. "It was a no-brainer. How could anyone not like Glyn Boone?"

### **Immediate relief, long-term help**

Readers will recall Boone as lead designer of Weyerhaeuser's [Haiti reconstruction project](#). The Wood Products business had pledged \$250,000 to help after the devastating earthquake of 2010.

"When it first happened, we offered immediate emergency relief," says Boone, a senior engineer for Wood Products. "But our long-term goal was to help build durable housing using our expertise in design and construction."

Boone set to work designing structurally sound homes to withstand the island's humidity, hurricanes and earthquakes. Meanwhile the Wood Products relief team formed a partnership with Nehemiah Vision Ministries, a Haitian organization that offers health care, training and education. The homes would be built on the NVM campus, which includes a medical clinic, school, children's home and church, as well as a hospital under construction.

After Boone finalized plans with a project manager in Haiti, three containers of Weyerhaeuser building materials arrived March 2012 in Port-au-Prince, where they languished for some time under mountainous red tape.

In October, the 14 Weyerhaeuser volunteers, including friends and family, along with 16 members of Boone's church — Wheatland Presbyterian in Lancaster, Penn. — arrived in Haiti.

### Building the *bèl kay*

Boone and a close friend and architect, Joshua Kiehl, had designed five NVM buildings to house visiting interns and medical staff who offer the organization's services. Despite difficult working conditions and another delay in the delivery of materials, the team completed two homes in two weeks while training Haitians in constructions skills.

"During the second week, our workforce multiplied," says Boone. "We started working with five Haitians on staff at NVM. They loved the opportunity to learn and participate in building the *bèl kay* , or beautiful house as they called it."

### Building houses and relationships

"Each day during the school's recess, we were asked to set our tools down and play with the kids," Sekely says. "So this little guy runs to me, grabs my leg and, in Creole, asks my *nom* . We high-fived, I picked him up and carried him on my back around the playground until we were laughing and sweating so hard we had to stop."

"Relationships mean everything to the people," Boone adds. "They were more interested in who you were than what you were doing. We all loved the interactions."

"Our group spent a lot of time reflecting on the experience," Sekely says. "We were awed by the joy we saw and how the people we met were so happy with so little. We talked about how Haiti had changed us. It really made us think about what we could do in our own communities when we got back home."

*Another volunteer team will depart Jan. 26 to complete the remaining homes. The 2012 team included Glyn Boone and son Peter and daughter Elizabeth; Cornelia Sprung and friend Bob Boyle; Jeff Roos and daughter Danica; Lana Bru; Chris Rowe; Ashley Nordlund, Bertha Villalobos; David Graham and son Nick; and Mike Sekely.*

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## Women of Influence

### Weyerhaeuser pair recognized for contributions to business

10/11/2012

Patty Bedient, executive vice president and CFO, and Nicole Piasecki, Boeing Company vice president and member of the Weyerhaeuser board of directors, have been honored as 2012 Women of Influence by the *Puget Sound Business Journal* . Bedient, Piasecki, and 12 other Puget Sound-area businesswomen and community leaders were selected by a panel of judges from more than 200 nominations. Women of Influence were determined to have made a difference in the business world and their communities and as mentors to other women.

Each will be recognized at a Nov. 14 award ceremony, and will be profiled in a *Business Journal* special report Nov. 16.

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## Little reward

### Pardee employee is devoted to his community in a big way

8/15/2012

When Dave Little isn't working for Pardee Homes, he's a sworn peace officer assigned to the San Dimas Mountain Rescue Team. In just the last few weeks, he's taken part in the rescues of two stranded climbers and two injured hikers and helped recover the bodies of two others. He's also responded to an over-the-side car accident off a steep canyon road.

In his 10th year as reserve deputy sheriff with the Los Angeles County Sheriff's Department, he's on call 24 hours a day, 365 days a year, and he regularly trains for emergencies such as wildfire evacuations, swiftwater incidents, missing children, downed aircraft and medical emergencies as an EMT. In 2011 alone, he gave [SDMRT](#) more than 700 volunteer hours and participated in many of the team's 60 search-and-rescue operations.

In addition, he's used his own money and an iWAVE grant from the Weyerhaeuser Giving Fund to pay for equipment, uniforms and a utility trailer for the San Dimas team, one of the most active volunteer search-and-rescue units in the U.S.

"Dave is selfless in his contributions to the team," says his commanding officer, Sgt. Joe McDonald. "I get paid to do my job, but Dave is all about giving!"

#### Volunteer of the Quarter

At this morning's employee forum, Little, who's Pardee's director of corporate finance, was named Weyerhaeuser's first Employee Volunteer of the Quarter. He was chosen from an impressive group of 18 employee nominees who are selflessly dedicated to making their communities better places to live and work.

"All of us at Pardee Homes," says Mike McGee, Pardee president and CEO, "take pride in this recognition of Dave's extraordinary commitment to giving back and being of service to his community."

"Dave brings that same sense of dedication and service to his work in the Finance Department at Pardee," adds Tony Dolim, senior vice president of finance and accounting and Little's manager. "He's a valued member of Team Pardee."

The [Employee Volunteer of the Quarter](#) honor comes with a \$1,000 Giving Fund grant to the recipient's choice of nonprofit, school or civic organization that's within Making WAVES grant restrictions. Four years ago, Little and his wife Marissa partnered with the YMCA of Greater Long Beach to develop a nonprofit summer-camp program — called Our Own Family Camp — for families, like Dave and Marissa's, who have a child with Down syndrome. In 2009, [Our Own Family Camp](#) in Big



The Little family: Hayden, Dave, Marissa and Sadie

Bear, Calif., hosted 70 campers; last year the total had grown to 138.

Much of that growth came from "scholarships" that made attendance easier for families already bearing added costs of a special-needs child. Little, his wife and the YMCA have focused on fund-raising to provide these scholarships, and this year will welcome more than 150 campers.

He's asked that the \$1,000 Giving Fund grant go to Our Own Family Camp.

"I'm shocked yet honored to receive the Volunteer of the Quarter award," says Little. "Our success has come through the donations of people who support what we do, and the generous grant associated with this volunteer award will allow us to send an additional 10 kids or another three to four families to camp. We received another scholarship request just last night when I got home from work, so we'll be able to put this grant to immediate use in the community.

"Thanks, Weyerhaeuser."

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## Blood, Sweat, No Tears

**Some volunteers are all heart. Russell Petrie's all vein**

**11/8/2012**

Blood donor Russell Petrie has given whole blood and platelets since he was 18 years old. After 116 visits to the donation center, he knows his circulatory system better than most of us know our way to work. He knows more about corpuscles than a Carpathian Count.

But it wasn't just his willingness to open a blood vessel that won Petrie recognition as Weyerhaeuser's most recent Employee Volunteer of the Quarter. In fact, there's lots more to the shift supervisor at the Annacis Island, B.C., Parallam plant.

During the last 11 years, he's been a Big Brother to three Vancouver-area youngsters, spending time at least once a week for movies, floor hockey, Christmas shopping, or just talking about issues that come up in young boys' lives.

Petrie's also a long-time volunteer with the Campbell Valley Equestrian Society. He began years ago doing chores such as cutting the grass around the regional horse park's cross-country jumps. Before long, he'd worked his way up to a seat on the board of directors, improving safety and maintenance for the operation and managing the massive logistics for an annual



**In July of 2011, Volunteer of the Quarter Russell Petrie cruised through his 100th visit to his blood donation center. Petrie has given blood since the age of 18.**



three-day jumping and dressage event.

He's helped organize the Parallam plant's United Way campaign since 2007. He's participated in campaign direction-setting, organized contests and information sessions — even helping with off-shift presentations. He's helped increase United Way donations by about 25 percent during that time.

"Russell has a kind heart and a good soul," says Lana Bru, area finance and planning manager. "He's a great leader here at Weyerhaeuser as well as in the community."

When his mother-in-law was finishing up chemotherapy in 2008, distance-runner Petrie got involved with Team In Training to raise funds for the Leukemia & Lymphoma Society. He's run and walked marathons and half-marathons, raising \$12,000 for the cause. He's also been a Team In Training fundraising mentor and coach, helping other participants train for their marathons and raise money.

"Russell has many priorities in his life," says Bill Paul, HR manager at Annacis Island. "He manages his own farm, does his shift work at the mill, but still finds time to volunteer. When we went from four shifts to three with the economic downturn, Russell was laid off, unfortunately. Still, he came back during his layoff to help collect United Way pledge forms and make sure the campaign came off without a hitch. He's amazing."

#### **Volunteer of the Quarter**

Petrie was honored at this morning's companywide employee forum. He was selected from a group of 17 employee-candidates who were nominated by coworkers or nonprofit representatives as individuals who are selflessly dedicated to their communities.

The [Employee Volunteer of the Quarter](#) honor comes with a \$1,000 Giving Fund grant to the recipient's choice of nonprofit, school or civic organization that's within Making WAVES grant restrictions. Petrie has asked that the \$1,000 Giving Fund grant go to the Crohn's and Colitis Foundation of Canada.

"I'm thankful that my Weyerhaeuser job has enabled me to volunteer as much as I have," he says. "Because my parents were active in community service — my Dad with Big Brothers and Little League, my Mom has volunteered at a diabetes clinic for 21 years — I don't even have to think about whether or not I'll help out. It's kind of like breathing in that way.

"It's a moment in the spotlight, of course, and I'm enjoying that. It's also caused me to reflect on my volunteer work, and that's brought back great memories.

"The Volunteer of the Quarter recognition is a real honor. It makes me want to do even more."

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## **Weyerhaeuser Working Towards Sustainability Goals**

### **Shari Brown's Interview with REIT.com**

Shari Brown, director of environment and sustainability with Weyerhaeuser Co. (NYSE: WY), joined REIT.com for a video interview at NAREIT's 2013 Leader in the Light Working Forum in La Quinta, Calif.

Brown said the principles of sustainability are ingrained in the fabric of Weyerhaeuser.

"The core of our company is our land and forest," Brown said. "We take seriously our role of being responsible stewards. We plant trees and eventually we harvest those trees make all kinds of useful products to our everyday lives. After harvest, we re-plant and begin the cycle again for the next generation. It's really that long-term view coupled with delivering short-term results across our pillars of people, performance and planet that is the definition of sustainability embedded in Weyerhaeuser's DNA."

Brown provided an update on the company's progress towards its goals in sustainability.

"Our vision is to deliver superior sustainable solutions to the world," Brown said. "To achieve that vision, we've developed a comprehensive set of goals out to the year 2020. We measure and track our progress towards those goals annually. So far we've been able to make good progress towards not only reducing our environmental footprint, but also towards developing new businesses and product lines that have environmental benefits."

Among its accomplishments, Weyerhaeuser has cut its greenhouse gas emissions by 31 percent, and the company's pulp division has reduced its water usage by nearly 20 percent since 2000.

"We continually work on improving our energy efficiency and reducing our dependence on fossil fuels," Brown said.

Brown said Weyerhaeuser's wood products division is working with builders construct new homes using energy-efficient techniques and materials, such as its insulated building materials.

Brown also discussed Weyerhaeuser's efforts to promote the company's sustainability achievements.

"We produce an annual sustainability report that has comprehensive information about our sustainability performance," she said. "We also include information about our sustainability performance in our presentations to investors. I would say that our investors seem to appreciate our attention to both long- and short-term risks and opportunities."

Brown also mentioned that Weyerhaeuser has been recognized by a number of third-party groups that have a sustainability focus.

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## Homes and HERS

### Maracay Homes scores ecstatic customers

11/13/2012

"What's the HERS rating?"

To anyone outside of the housing market, this question sounds like it might involve judging a blind date. The acronym actually stands for Home Energy Rating System®, and new homebuyers care about the answer.

"Customers in our market are coming in and asking about it," says James Attwood, construction area manager for [Maracay Homes](#) in Arizona. "It's become part of their vernacular."

That suits Attwood and his colleagues fine, because in the last seven years,



they've almost doubled the energy efficiency of the Weyerhaeuser Real Estate Company subsidiary's homes. That improvement shows up in their HERS Index.

**James Attwood of Maracay Homes says the Home Energy Rating System is an important issue for today's homebuyers.**

The HERS baseline, 100, reflects a home built to the widely adopted International Energy Conservation Code, and lower scores are better. A home with a HERS rating of 0, for instance, produces as much energy as it consumes.

"In 2005, our most popular model had a HERS score of 103," Attwood says. "In 2012, we're building communities with an average HERS score of 58!"

The improvements have come through a variety of measures, from the installation of more energy efficient appliances and light bulbs to the use of Weyerhaeuser Radiant Barrier Sheathing in roofing systems. This multi-pronged effort toward greener building evolved over the past several years as Maracay worked not only to keep up with competitors, Attwood explains, but also "to differentiate ourselves and lead in this area."

It didn't hurt that Andy Warren, Maracay's president, was named to lead WRECO's sustainability council, one of several committees WRECO homebuilders use to share best practices and discuss mutual interests.

"In some ways, we had a little farther to go," says Attwood, "with more urgency in our Arizona market."

Warren asked him to take a leadership role in Maracay's green building practices, and Attwood got to work. As a result, Maracay's become a sustainability leader in its market, and its Living Smart® homes — a brand initially developed by Pardee Homes and now shared among WRECO homebuilders — are popular. Across all of its models, Maracay's on pace to sell 430 homes this year, all with energy efficiency that delights their buyers.

"In many ways, a low HERS score has become synonymous with quality," Attwood says. "It's common for customers, who often are moving up to a bigger home, to tell us how much lower their utility bills are in their new home. They're ecstatic."

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## Snagging an award

### Western Wildlife team honored for stewardship

**4/20/2012**

For many birds, a dead tree is better than a live one. Standing dead trees, also known as snags, have long interested biologists working in Timberlands Technology's Western Wildlife Program. Recently, their research helped the company earn the 2012 Private Landowner Stewardship Award from the Oregon Chapter of The Wildlife Society.

Forestry regulations and best management practices direct harvest operations to leave a certain number of snags and green trees, and harvest planning must balance the benefits to wildlife with potential safety hazards and the efficiency of forest operations. In the mid-1990s, Ed Arnett, a wildlife biologist in the company's Oregon operations, took an interest in the snags.

Arnett wondered if snags *created* during the harvest operation — for instance, by leaving just the lower twenty to thirty feet of trunk standing — might be practical and still beneficial. He began to study wildlife responses to this practice. During the initial creation of the snags, logging crews helped make on-the-ground decisions about where to create and group them to meet the biologist's study design.

"Had it not been for the cooperative spirit of the South Valley Operations team and the operators," says Mike Rochelle, Western Wildlife Program manager, "we wouldn't have gotten it accomplished."

By 2007, Arnett had left the company, but his successors, biologists Rochelle, Matt Hane, Josh Johnson and AJ Kroll, decided to continue his efforts. In 2008, they launched Phase 2 of the Created Snags Project. The Oregon Forest Industries Council contributed funds, and over three summers, seasonal field crews monitored the more than 1,100 snags on Weyerhaeuser's Cottage Grove Tree Farm.

Each marked and numbered snag was surveyed to determine its use by wildlife over time. Among the research tools used was a "cavity cam" on a long pole that could peek into nest cavities. That was important to determine if nest construction actually resulted in successful fledglings.



**Mike Rochelle (far left) and Matt Hane look on as Josh Johnson uses a cavity cam to check on the residents of a created snag.**



They found that created snags work for wildlife and foresters alike.

"Created snags are generally quite safe," says Rochelle, "they're good for wildlife, and you can take half of the tree to the landing."

His team soon will publish its results, which may ultimately influence best practices by providing a possible alternative strategy for snag retention in areas where it makes sense.

Noting other research the team is undertaking related to spotted owls and the Oregon slender salamander, he adds, "We're continuing to use operational data to help inform regulatory-policy discussions."

In February, the team accepted The Wildlife Society's annual Private Landowner Stewardship Award. It honored the team for increasing understanding of the way alternative practices might contribute to biological persity and wildlife conservation in managed forests.

"This effort was made possible through countless hours of safe, hard work by field crews over multiple seasons," Rochelle says, "and the oversight by Matt, Josh, and AJ made it a success."

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## Port Wentworth's pollution solution

Reduction project has financial,  
environmental rewards

11/30/2012

Early in 2011, employees at the Port Wentworth, Ga., Cellulose Fibers mill were bracing for an anticipated tightening of pollution regulations. The mill's allowed wastewater discharges under its National Pollutant Discharge Elimination System permit would be substantially reduced. Port Wentworth's on the Savannah River, which has been listed as "impaired" for Dissolved Oxygen, resulting in the creation of a Total Maximum Daily Load of pollutant discharges from all sources to the river.

Mill management formed a team to meet the reductions head on. Andrea Williams, Port Wentworth's process owner for wastewater treatment, was tasked with leading it.



Andrea Williams accepts the Savannah Chamber of Commerce's 2012 Environmental Excellence Award from Savannah mayor Edna Jackson.

"We had serious concerns about the restrictions we could see coming," says Williams. "A pulp mill's a complex operation requiring lots of energy and water, and major process changes don't come easy."

### **The challenges**

One of six Weyerhaeuser Cellulose Fibers mills, Port Wentworth occupies nearly 200 acres of land at one of the busiest industrial ports in the eastern U.S.

Operating 24/7, the mill's 280 employees and 40 contractors annually produce 300,000 air-dried metric tons of bleached market pulp, largely for export. Each day the operation uses 12.5 million gallons of water and releases 10 million gallons of treated water back into the river. It also treats industrial wastewater from the nearby Imperial Sugar Company. The pollution risks are high.

Two culprits affect the wastewater discharge process. One is BOD — biochemical oxygen demand — the amount of oxygen used by the microorganisms that decompose pulp sludge. The greater the demand for oxygen, the more rapidly it's depleted, meaning less oxygen is available to higher forms of aquatic life. Maintaining a controlled population of bacteria is an ongoing challenge for mills.

The other is TSS — total suspended solids — organic and inorganic materials that absorb sunlight and also deplete oxygen.

### **Improving reliability, reducing load**

To reduce these discharges to the river, Williams and her team improved operation and equipment reliability in the wastewater treatment system. While the mill's discharge was already below permit limits when the project started in January 2011, by July it had achieved a 60 percent reduction in BOD discharged (from 1,600 pounds/day to 650) and 27 percent reduction in TSS (from 3,000 pounds/day to 2,180).

And those rates have held up.

"Not only were the initial results impressive," says Rick Hamilton, manufacturing services manager, "we've been able to sustain the reductions and maintain nearly 100 percent reliability."

The next step was dredging retention ponds to allow more time to treat the effluent. Focus then shifted to improving the mill processes that produce wastewater. Implementing a new system to prevent and respond to spills has helped the mill both financially and environmentally.

"The fewer chemicals we lose in discharges," says Williams, "the more money we save and the less BOD we need to treat."

"The project's results are even better than expected," adds Hamilton, "Andrea's energy, initiative and leadership really pulled the team together to create significant, ongoing solutions."

When Hamilton and Chris Blocker, Port Wentworth's environmental manager, explained the project to the Savannah Chamber of Commerce, the chamber named the mill winner of its 2012 Environmental Excellence Award. Williams accepted the plaque from Savannah's mayor, Edna Jackson, at last month's Savannah Business Expo.

### **Doing well by doing good**

In addition to benefits for Port Wentworth, the mill's actions are helping Weyerhaeuser reach one of its 2020 sustainability goals — reducing discharged water pollutants by 10 percent, using BOD and TSS test results to track progress. With a commitment to continually reduce its impact on the environment, the company in 2011 reached an "Exceeds" rating in this category.

"What's exciting about Port Wentworth's achievements," says Ara Erickson, Weyerhaeuser's sustainability manager, "is that, regulations aside, their efforts and level of performance have greatly improved water quality, which is our ultimate goal."

Communication, employee participation, being prepared for changing regulations, understanding future requirements, and identifying crucial areas for improvements all make up the philosophy adopted by the mill, says Hamilton.

"Getting this award is positive outside affirmation," he says, "that Weyerhaeuser takes action and makes the right decisions, for business and the community."

The recognition goes to the entire mill, notes Williams.

"People work hard every day to maintain this level of environmental performance. Their enthusiasm is truly motivating."

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## 'Pulp on the side'

**Well, not exactly! But green power generator is boosting revenue in Grande Prairie**

**6/19/2013**

You can find the journey archived in a [Daily Planet](#) segment on the Discovery Channel: How an industrial moving company engineered 12 trucks and trailers to haul a new multiple-effect evaporator from Idaho to Alberta. A big job? One section alone was 217 feet long.

When it arrived at the Grande Prairie site in late 2011, special precautions were taken to assemble the sizable structure at Weyerhaeuser's Cellulose Fibers mill, which produces pulp for the tissue and paper towel industry.



**Just one section of Grande Prairie's evaporator arrives at its destination.**

The evaporator, the third phase in a 10-year, multi-million dollar energy-efficiency project that includes a new recovery boiler

and turbine generator, is helping turn the mill into a green-power superhero.

"We're in a unique position to create green energy," says Grant Bourree, Grande Prairie's environmental manager. "We use a sustainable resource, burn our biomass residuals for fuel, process them through an efficient system and generate enough electricity not only to run the mill, but also to sell on the market."

The high-efficiency evaporator — funded by Weyerhaeuser and provincial and federal Canadian governments — captures up to 100,000 more pounds of excess steam per hour than the old unit. Together with the turbine, this allows Grande Prairie to produce about 23 megawatts of excess green electricity, which it sells to the Alberta grid. As a second revenue source for the mill, the sales add about \$21 million to the bottom line.

Laughs Bourree, "We're starting to think of ourselves as a power plant with pulp on the side."

Speaking of pulp: With the new efficiencies, Grande Prairie has added 22,000 air dried metric tonnes, bringing its annual production to 383,000 tonnes.

"We're definitely excited about the benefits we've seen," says Lisa Hall, project coordinator. "We worked closely with Weyerhaeuser Engineering Services to make sure everything fit."

With the new evaporator, turbine generator and recovery system, the mill will:

- Reduce biological oxygen demand in the effluent by 13 percent.
- Reduce water usage by 10 percent.
- Decrease SO2 emissions from the Recovery Boiler from 50 parts per million to almost zero.
- Improve the process to reclaim more chemicals.
- Provide green energy to the grid to help reduce CO2 and greenhouse gases.

### Carbon credits

In addition, the mill has surpassed by 25 percentage points the requirement from the Alberta government for a 12 percent reduction in carbon emissions, allowing Grande Prairie to earn carbon credits that can be banked or sold to other facilities.

"These investments to the Grande Prairie mill," says Bourree, "are paying off with significant environmental benefits, both in reducing our impact and creating green, renewable energy on a sustainable basis."

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## Layers of benefits

### Oregon veneer mill meets energy challenge

July 1, 2013

Weyerhaeuser's Foster Veneer mill in Sweet Home, Ore., is close to reducing its annual electrical usage by a thousand



megawatts — the equivalent of 80 Oregon households. The reduction will save more than \$50,000 annually as part of a strategic initiative begun last year to ramp up Foster's energy efficiency. Electrical usage per unit of production has been reduced by about 11 percent over the past two years.

"Energy is a significant portion of Foster's operating costs," says Ron Kloess, financial manager and energy champion. "This team has made ongoing

improvements, but stepped it up last year with several new initiatives that have decreased its costs and its energy footprint."

### Strategic Energy Management

Through an agreement with the Energy Trust of Oregon, a nonprofit that works with utility customers on energy improvements, the mill made a number of changes that helped lower its electrical use.

Following a Strategic Energy Management program, the plant:

- Converted to energy-efficient T5HO and T8 interior lighting.
- Established best practices for operating the hog fuel blower and fines chip surge bin — the single largest electrical draw on the site.
- Established best practices on dryer shutdown and cooling — the largest system electrical draw.
- Reduced compressed air leaks.
- Educated employees on energy use.
- Replaced inefficient transformers and switchgear.
- Established best practices for water pump operation.

### Hog fuel improvements

The Foster facility, which manufactures veneer for Weyerhaeuser's Microllam®, TJI® and Parallam® products, spends hundreds of thousands of dollars each year on hog fuel, the energy source for the boiler that supplies steam to condition logs



**Maintenance Manager Orrin Greene stands by the veneer plant's new transformer**

for peeling and dry the veneer.

"We already use 100 percent of our own residuals such as bark and sawdust for fuel," says Dave Bickell, mill manager. "But we need a supplemental supply to balance our energy needs. We explored additional hog fuel sources and ways to acquire it more cost effectively."

The mill added two major hog fuel sources closer to the plant — Weyerhaeuser's Santiam sawmill in Lebanon and an external supplier — reducing transportation costs and the use of diesel fuel. Foster also periodically receives hog fuel from Weyerhaeuser facilities in Cottage Grove and Springfield.

In addition to electrical and hog fuel savings, the mill purchased new mobile equipment with more efficient engines, reducing fuel consumption by 10-20 percent per operating hour.

### **Employee involvement**

"To really make a difference we must improve our energy use in all forms," says Bickell. "The key is to have multiple initiatives within an overall plan, such as buying efficient equipment, examining every way to eliminate waste, choosing good projects, changing behaviors. They all add up."

Especially important is building awareness and employee involvement.

"Like our focus on safety," he adds, "becoming more energy conscious is a continuous and innovative process."

Last updated July 3, 2013

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## SUSTAINABILITY

### OUR STORY

### OUR RESULTS ▶

Sustainability Roadmap  
How Are We Doing?  
Awards and Recognition

### PERFORMANCE

### PEOPLE

### PLANET

### EXTRAS

## OUR RESULTS

### Sustainability: A journey of continuous improvement.

Sustaining our company and the resources upon which we depend is a priority Weyerhaeuser has embraced for more than a century.

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

We understand the bar keeps rising for what it means to be a sustainable company. That's why we developed a comprehensive [Sustainability Roadmap](#), based on benchmarking, gap analysis, and leadership engagement. This strategy builds upon our past sustainability performance with an expanded set of commitments that are integrated into our business planning and processes. For each commitment, we set [specific targets to achieve by 2020](#), and [we share our progress against those goals annually](#) in this online report.



### 2013 SUSTAINABILITY FOCUS AREAS

- Integration of Performance, People, and Planet goals into salaried employees' individual performance management plans.
- Completion of sustainability training by all employees.
- Continued integration of Planet aspects deeper into our business processes
- Data collection and reporting for "eco-investments" and "eco-revenues" for qualifying projects and products.
- Specific milestones by business & function
- Continued progress on reducing greenhouse gas emissions, water use, and air emissions
- Continued progress on achieving energy efficiency targets
- Execution of disciplined approach to leadership talent management
- Refresh company employment brand to effectively attract critical talent.
- Evaluation of current stakeholder engagement process

Last updated July 3, 2013

SUSTAINABILITY

OUR STORY

OUR RESULTS

[Sustainability Roadmap](#) ▶  
[How Are We Doing?](#)  
[Awards and Recognition](#)

PERFORMANCE

PEOPLE

PLANET

EXTRAS

SUSTAINABILITY ROADMAP

In 2010, we adopted a comprehensive Sustainability Roadmap based on benchmarking, gap analysis, and leadership engagement. Our Sustainability Roadmap builds upon our past sustainability performance with an expanded set of commitments that are integrated into our business planning and processes. For each commitment, we have specific targets to achieve by 2020, described and reported on annually in the [goals and progress section](#) of this website.

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

Learn more about our Sustainability Roadmap and how we undertook the process in this video and in the sections below.

SUSTAINABILITY GOAL  
SUSTAINABILITY INTEGRATION



2012 PROGRESS: ACHIEVES

2020 GOAL  
We integrate sustainability into our business planning

SUSTAINABILITY GOAL  
INTEGRATION COMMUNICATION



2012 PROGRESS: ACHIEVES

2020 GOAL  
Our employees know sustainability goals are in our business plans

- [Roadmap Development](#) ▼
- [Benchmarking & Analysis](#) ▼
- [Twenty Commitments by 2020](#) ▼
- [Our First Steps](#) ▼





ROADMAP DEVELOPMENT

We undertook the Roadmap development to improve upon our existing sustainability program. We believed that a more comprehensive sustainability strategy, with stronger governance that drives sustainability deeper into our business processes, would enable us to better deliver value, innovate, and compete in the years ahead. To ensure alignment with our company vision and across our businesses, mid-level and senior company management were engaged throughout the process. We started our strategy development with the sustainability expectations outlined in the Ceres report "[The 21st Century Corporation: The Ceres Roadmap for Sustainability](#)." The report details twenty specific expectations and actions for companies to successfully integrate sustainability into business by 2020. For each expectation, we established a spectrum of four levels of achievement (no or minimal action; industry average; above average; Ceres expectation). We also added a few expectations to the Ceres set based on areas that are of continued focus for us as a company, such as safety and philanthropy.

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

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BENCHMARKING & ANALYSIS

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

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

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## TWENTY COMMITMENTS BY 2020

Based on these benchmarking results, we assessed our options for addressing gaps or improving existing practices. For each potential action, we reviewed the business case, identified internal resources required, and sought input from internal subject matter experts. Once we established a set of agreed-upon commitments and goals, our senior management team and board of directors governance committee approved the strategy. In 2012, we added one additional commitment to our original nineteen and updated some of our goals: today, we are working toward achieving our 49 goals and metrics associated with our 20 commitments.

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## OUR FIRST STEPS

A significant first step was the Board of Directors Governance Committee's decision to modify its charter and change its name to the "Governance and Corporate Responsibility Committee" in 2010. The Committee now has direct oversight and engagement with our Sustainability Roadmap, and is briefed at least annually on our progress toward our sustainability goals. This change addressed one of the gaps identified during our benchmarking review.

We also incorporated our three pillars of sustainability — performance, people and planet — into our company vision, business performance scorecards, and a number of other critical business planning processes. Our Sustainability Roadmap is now one and the same with our overall company vision and strategy.

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HOW ARE WE DOING?

Our Sustainability Roadmap is a journey. This page gives you a one-stop snapshot of our progress along the way. Using a three-point scale (exceeds, achieves or below), we use dashboards to rate our results in our three critical areas — performance, people and planet. We update our progress against our 2020 sustainability goals annually in June. For more details, read the full [goals and progress section](#) of this website.

PERFORMANCE: Be the first choice for customers and investors.





PEOPLE: We care about our employees and communities.







**PLANET: Provide renewable-resource solutions.**





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PROGRESS TOWARDS SUSTAINABILITY GOALS

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

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

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



Performance  
People  
Planet

PERFORMANCE			
Commitment	2020 Goal/Metric	2012 Achievements	2012 Interim Rating
Our company is governed responsibly.	• Comply with NYSE independent board membership requirements.	<a href="#">10 out of 11 Directors independent</a>	Achieves
	• Targeted employees complete our annual ethics Certificate of Compliance questionnaire.	<a href="#">100% of targeted employees completed</a>	Achieves
	• Board of Directors assumes specific responsibility for sustainability oversight within its charter.	<a href="#">August 2012 report to Board of Directors</a>	Achieves
	• Sustainability commitments are relevant and aligned with company vision.	<a href="#">Commitments and milestones reviewed and updated</a>	Achieves
We incorporate	• Sustainability considerations are integrated into company direction	<a href="#">"Planet" considerations</a>	

sustainability into our business strategies.	setting, capital decisions, and annual business planning.	<a href="#">integrated into capital processes and business and company dashboards</a>	Achieves
		<a href="#">Sustainability aspects included in IDS</a>	
	• Costs and benefits of sustainability initiatives are measured and evaluated.	<a href="#">Eco+ Innovation plan in place to begin reporting in 2013</a>	Achieves
We continually improve our total shareholder return.	• Company achieves top quartile performance in ten-year total shareholder return as benchmarked against our peer set.	<a href="#">Significant progress - top of 2nd quartile 5.6% company RONA</a>	Achieves Plus
	• Businesses earn their cost of capital over the business cycle	<a href="#">Company achieved annual financial performance targets (EBIT, EBIT RONA, Cash)</a>	Achieves
We achieve top-quartile performance.	• Total company earns top-quartile return on net assets over the business cycle.	<a href="#">Significant progress over 2011: at 7.4%, company is in third-quartile</a>	Below
	• Businesses achieve top quartile performance	<a href="#">Businesses achieved mid-, first, or second quartile results</a>	Achieves minus
Our businesses deliver against their value propositions.	• Each business sets distinct value delivery goals and monitors progress throughout the year.	<a href="#">Our businesses either achieved or exceeded their targets</a>	Achieves
We are transparent about our performance.	• Increase open, transparent sustainability communications with customers, investors, employees, communities, and other stakeholders.	On-line sustainability report updated annually <a href="#">Previous years' reports available to download Annual Report / 10(k)</a> <a href="#">Strategic communication plan approved and implemented to close gaps</a>	Achieves
We are a sustainable supplier and partner with suppliers that share our sustainability vision.	• <a href="#">Supplier code of ethics</a> is communicated and understood by procurement professionals.	<a href="#">Plan developed and completed early training of targeted employees</a>	Exceeds
	• Appropriate sustainability criteria are included in supplier performance expectations.	<a href="#">Benchmarked supplier matrix completed and opportunities identified</a>	Achieves

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PEOPLE			
Commitment	2020 Goal/Metric	2012 Achievements	2012 Interim



			Rating
<b>We work in an injury-free environment.</b>	• Employee recordable incident rate is less than one.	<a href="#">0.76 Employee RIR</a> <a href="#">0.86 Contractor RIR</a> Excellent performance with significant improvement in both employee and contractor injury rates. Lowest injury rates in history for both groups.	Achieves
	• More than 90% of manufacturing facilities operate injury-free.	<a href="#">74.6% injury-free (below 80-85% interim target)</a>	Below
	• We promote employee health & well-being.	<a href="#">Initiated blog, forum features, and health stories</a>	Achieves
<b>We build and strengthen our leadership pipeline and bench.</b>	• Execute a disciplined approach to leadership talent management to improve our bench strength ratio for senior management team leaders and the extended leadership team.	<a href="#">Changed paradigm for strategic workforce planning</a> <a href="#">Adopted succession plan for senior management</a> <a href="#">Gained approval and alignment on Leadership Development Framework</a>	Exceeds
<b>We attract, engage and retain talented people.</b>	• Deliver a competitive pay and benefits package that addresses the needs of a multi-generational workforce.	<a href="#">Addressed communications gaps through improved employee education about competitiveness of total benefits package</a>	Achieves
	• Engage employees in managing their health risks and costs.	<a href="#">Increased health risk assessment usage to 93.5%</a> <a href="#">Promoted preventive care, shared health &amp; fitness success stories</a> <a href="#">Increased participation in health and fitness campaign</a>	Achieves
	• Retain and build talent for critical roles	<a href="#">Benchmarked new employees</a> <a href="#">Set retention goals</a> <a href="#">3.7% unplanned turnover</a>	Achieves
	• Improve the employment brand	<a href="#">Launched employment re-branding project</a>	Achieves
	• Provide regular opportunities for training and development to all employees at all levels.	<a href="#">Well-established IDP &amp; training programs continue</a>	Achieves
	• Strengthen and maintain high levels of employee engagement.	<a href="#">Continued implementation of action plans</a> <a href="#">Employee engagement survey planned for 2013</a>	Achieves
<b>Our workplace is diverse and inclusive.</b>	• Maintain or improve overall workforce representation, in under-utilized areas.	<a href="#">Workforce representation improved 0.8% but did not meet target</a>  <a href="#">Internal measures to maximize</a>	Below

		<a href="#">our hiring opportunities were not met</a>	
	<ul style="list-style-type: none"><li>• Ensure employee awareness of human rights policy.</li></ul>	<a href="#">Developed strategy and approach for human rights training</a> <a href="#">Developed initial implementation recommendations</a>	Achieves
<b>We nourish the quality of life in our communities.</b>	<ul style="list-style-type: none"><li>• Direct the majority of our philanthropy to support programs and organizations in our operating communities.</li></ul>	WY Giving Fund received positive rating of 4.2 <a href="#">281 grants totaling \$1.9MM, plus 162 WAVES grants of \$311K</a> <a href="#">Enthusiastic launch of Employee Volunteer of the Quarter</a>	Achieves
	<ul style="list-style-type: none"><li>• We earn third-party recognition for our sustainability commitments, activities and results.</li></ul>	<a href="#">Increased significant third-party recognition goal to 12+ per year</a> <a href="#">Retained placement on Dow Jones Sustainability World Index</a>	Achieves
<b>We engage with our stakeholders.</b>	<ul style="list-style-type: none"><li>• Assess stakeholder engagement processes and opportunities to improve incorporation of input into business decisions.</li></ul>	<a href="#">Completed assessment of stakeholder engagement</a>	Achieves
<b>All employees are responsible for and engaged in achieving sustainability goals.</b>	<ul style="list-style-type: none"><li>• Relevant, measureable sustainability goals are included in all business plans and communicated to employees.</li></ul>	All three <a href="#">sustainability pillars integrated into business performance dashboards</a> <a href="#">Sustainability goals incorporated into 2012 business plans</a>	Achieves
	<ul style="list-style-type: none"><li>• Sustainability goals are integrated into senior management performance management plans and cascaded throughout organization.</li></ul>	<a href="#">100% senior management team targets include sustainability goals</a>	Achieves
	<ul style="list-style-type: none"><li>• All employees exposed to sustainability education and awareness.</li></ul>	<a href="#">28% employees completed sustainability</a> Launched employee Green Team at Corporate Headquarters	Achieves

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PLANET			
Commitment	2020 Goal/Metric	2012 Achievements	2012

			Interim Rating
We demonstrate forest stewardship by certifying our timberlands to sustainable forestry standards.	• ≥95% of timberlands worldwide are certified to sustainable standards.	<a href="#">98.9% worldwide</a>	Achieves
Our environmental management systems are effective.	• ≥90% of facilities have environmental management systems that are ISO 14001-ready.	<a href="#">95% have certification-ready EMS</a>	Achieves
We continually reduce our impact on the environment.	• 40% reduction of total GHG emissions (direct & indirect) from 2000 levels by 2020.	<a href="#">28% reduction</a>	Achieves
	• Assess opportunities to reduce GHG emissions from Weyerhaeuser-managed or -purchased transportation.	No action items planned until 2013	N/A
	• 20% reduction in water use at our cellulose fibers mills from 2007 levels by 2012.	<a href="#">19% reduction</a>	Achieves
	• 20% energy efficiency improvement from 2009 levels by 2020 in WY-owned operations, facilities and buildings.	<a href="#">Plans developed or under development</a>	Achieves
	• Use green building principles for new company-owned manufacturing sites and office buildings.	<a href="#">Corporate headquarters building certified to Green Globes in 2011</a> <a href="#">No further action items planned in 2012</a>	N/A
	• Reduce solid waste to landfills by 10% across company compared to 2010.	<a href="#">9% decrease</a>	Achieves
	• Reduce air emissions by 10% across company compared to 2010.	<a href="#">6% reduction in Cellulose Fibers</a> <a href="#">6% reduction in Wood Products</a>	Achieves
	• Reduce wastewater pollutant discharges by 10% across company compared to 2010.	<a href="#">21% reduction</a>	Exceeds
Our products are made with sustainable resources.	• Certify and label all the forest products we manufacture to sustainable forestry standards.	<a href="#">Maintained 100% in North America</a> <a href="#">Triple chain of custody completed</a>	Achieves
	• Implement a company product stewardship policy.	<a href="#">Policy implemented</a>	Achieves
We develop sustainable forest solutions.	• Recognize the ecosystem services provided by our Timberlands.	<a href="#">Ecosystem services plan published and tracking initiated</a>	Achieves
	• Develop business opportunities for renewable energy, including wind, geothermal resources and under-utilized forest biomass.	<a href="#">Five new wind power and two geothermal leases implemented</a>	Achieves
	• Increase revenues from ecosystem services and Weyerhaeuser	<a href="#">Management contracts and</a>	

	Solutions business.	<a href="#">consulting agreements in place</a> <a href="#">Established basis for growth in South America</a>	Achieves
	• Our innovation pipeline output brings solutions based on sustainable forest resources & improves our return on net assets.	Learn more about <a href="#">innovation at Weyerhaeuser</a>	Exceeds
<b>We promote markets for sustainable products.</b>	• Educate customers about the sustainability aspects of our products.	<a href="#">Homebuilding business sets standard to use Living Smart in all subsidiaries and reports energy efficiency ratings</a> <a href="#">Product Environmental Profile updates completed</a>	Achieves

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AWARDS AND RECOGNITION

From our forward-looking forestry practices of a century ago, to the new products and strategies of today, we seek to set the standard for sustainability. Although the bar is set higher each year, we are well equipped to meet the challenge.

Evidence of our successes can be seen in the following awards, organized by our three sustainability pillars:

Performance ▼

People ▼

Planet ▼

PERFORMANCE

DOW JONES SUSTAINABILITY INDEX



For the second year in a row, we are included on the Dow Jones Sustainability World Index for the 2012/13 cycle. The Dow Jones Sustainability Index is widely considered one of the most desirable and credible recognitions for sustainability performance. We are one of only three forest products companies included in the World Index (and one of only two North American forest product companies). We also continue to be a member of the Dow Jones North America Index, as we have every year since its inception in 2005. The Dow Jones Sustainability Index follows a best-in-class approach and includes sustainability leaders from each industry on a global and regional level. The annual review is based on an assessment of corporate economic, environmental and social performance, covering issues such as corporate governance, risk management, customer relationships, climate change strategy and labor practices. The Dow Jones Sustainability World Index is composed of the top 10 percent sustainability performers of the largest 2,500 companies in the Dow Jones Global Total Stock Market Index.

THE SUSTAINABILITY YEARBOOK

We are honored to be included in The Sustainability Yearbook 2013 - one of the world's most comprehensive publications on corporate sustainability and the related challenges and opportunities for companies. Only the top-scoring 15 percent of the world's largest 2,500 companies participating in RobecoSAM's Corporate Sustainability Assessment are eligible for inclusion in The Sustainability Yearbook. We were awarded a Bronze Class distinction in the Sustainability Yearbook 2012, a distinction that means we scored within a range of 5 to 10





percent from the Sector Leader, and have been part of The Sustainability Yearbook since 2011.

**FORTUNE MOST ADMIRER**

Fortune magazine ranked us the second most admired forest and paper products company in the world in 2013. From 1988 through today, we have held the position of either first, second, or third in our industry. The rankings are based on a survey of industry executives and financial analysts who rate companies in nine categories: innovation, people management, use of corporate assets, social responsibility, quality of management, financial soundness, long-term investment, quality of products/services, and global competitiveness.

**FTSE4GOOD**

In 2013, we were once again independently assessed according to the FTSE4Good criteria, and satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index company FTSE Group, FTSE4Good is an equity index series that is designed to facilitate investment in companies that meet globally recognized corporate responsibility standards. Companies in the FTSE4Good Index Series have met stringent social and environmental criteria, and are positioned to capitalize on the benefits of responsible business practice. We have been included in the FTSE4Good Index Series 2005 through 2008 and since 2011.



**OEKOM PRIME STATUS**

In early 2011, we were awarded Prime status by oekom research and have maintained our status through today. Prime status is awarded to companies which the oekom Corporate Rating determines to be among the leaders in their industry and which meet industry-specific minimum requirements. oekom's assessment is based on more than 100 indicators covering areas of social, cultural and environmental sustainability. Prime status is awarded to one in six of the companies analyzed. oekom research is one of the leading rating agencies worldwide in the field of sustainable investment.



**ECPI GLOBAL EQUITY INDICES**

International rating and index company ECPI first added us to its Global Equity Indices in 2007. ECPI Indices are used as benchmarks, investment, and risk management tools and are designed to provide exposure to sustainable investments tracking for the financial world. We are currently included on four indices: ECPI's Global ESG Alpha Equity, Ethical Index Global, Global Alpha 40, and Developed Ethical + Equity indices.



**STOXX® GLOBAL ESG LEADERS**

In September 2012, Weyerhaeuser was selected to be included in the STOXX® Global ESG Leaders indices – an innovative series of environmental, social, and governance (ESG) equity indices that are based on a transparent selection process. This index model allows investors to fully understand which factors determine a company's ESG rating and why these factors are important.



**GLOBAL 100 MOST SUSTAINABLE CORPORATIONS IN THE WORLD**

We were included at number 31 on the Global 100 Most Sustainable Corporations in the World in 2011. Analysis for the Global 100 is based on the work of a group of sustainability research providers who identify the top ten percent of sustainability and financial performers from a global universe of 3,500 stocks. They then rank the top performers based on a set of Key Performance Indicators (KPIs) calculated using environmental, social, governance (ESG) and financial data. Launched in 2005, the Global 100 is announced each year at the World Economic Forum in Davos, Switzerland.



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**PEOPLE**

**THE CIVIC 50, TOP 50 MOST COMMUNITY-MINDED COMPANIES**

In November 2012, we were recognized as one of America's most community-minded companies in *The Civic 50* survey – the first comprehensive ranking of S&P 500 corporations that best use their time, talent, and resources to improve the quality of life in the communities where they do business. The survey was conducted by the National Conference on Citizenship (NCoC) and Points of Light, the nation's definitive experts on civic engagement, in partnership with Bloomberg LP.



**ETHISPHERE WORLD'S MOST ETHICAL COMPANIES**

In 2012, we were named one of the "World's Most Ethical Companies" by the Ethisphere Institute for the third time. This annual list from the institute features 145 companies across more than 36 industries. Companies are selected based on criteria including corporate citizenship and responsibility, ethics and compliance program, corporate governance, reputation, leadership and innovation and a culture of ethics. We were also named as one of the World's Most Ethical Companies in 2009 and 2010.



**CORPORATE RESPONSIBILITY MAGAZINE 100 BEST CORPORATE CITIZENS**

We were once again named to the Corporate Responsibility Magazine 100 Best Corporate Citizens in early 2013. We ranked #23 in 2012 and have been on included on the list since 2008. The rankings are based on more than 360 data points of public information in seven categories: environment, climate change, human rights, philanthropy, employee relations, financial performance and governance.



**2020 WOMEN ON BOARDS**

In early 2013, we were recognized as a "W" (winning company) by 2020 Women on Boards, a national campaign to increase the percentage of women on public corporate boards by twenty percent or greater by 2020. Currently, 27 percent of our board of directors is female.



**SAFETY LEADER: AF&PA SAFETY BENCHMARK REPORT**

We ranked third out of thirty eight companies in safety performance (measured by recordable incident rate) in the 2012 Safety Benchmark Report published by the American Forest and Paper Association. In the past five years, we have ranked in the top three companies in this annual report.

**BEST RECORD: PULP AND PAPER SAFETY ASSOCIATION AWARDS**

The Pulp and Paper Safety Association awarded our Columbus, Mississippi, cellulose fibers facility for their safety performance in the 2012 Best Record in the Pulp Mill category. The facility was one of only five pulp and paper mills, out of eighty eight total, that had no recordable injuries in 2012. Additionally, the Pulp and Paper Safety Association awarded our cellulose fibers senior vice president the 2011 Eagle Award - an outstanding executive in the paper industry who has made major contributions to the cause of accident prevention in his/her own company and beyond.

**FIRST IN SAFETY: ALBERTA FOREST PRODUCTS ASSOCIATION AWARDS**

We were among those recognized by the Alberta Forest Products Association's health and safety awards in 2011. Our Grande Prairie and Drayton Valley saw mills were recognized as first in safety in their sector. The Association also recognized the Grande Prairie cellulose fibers facility with:

- The best three-year performance for the years 2008 through 2010;
- The Directors award presented for leadership that includes mentoring other organizations; and
- The President's award for top performance in all categories and across business sectors for the second year in a row.

**SOUTHERN FOREST PRODUCTS ASSOCIATION SAWMILL SAFETY AWARDS**

The outstanding safety records of two of our sawmills, located in Dierks, Arkansas, and Idabel, Oklahoma, were recognized by the Southern Forest Products Association with Sawmill Safety Awards for zero incidents in 2012. Safety performance is judged by how each mill's safety record stacks up against mills with comparable lumber output throughout the year.

**SAFETY AWARDS FOR EXCELLENCE: NATIONAL ASSOCIATION OF HOME BUILDERS**

One of our homebuilding subsidiaries, Winchester Homes, received two 2011 National Association of Home Builders safety awards for excellence. Winchester Homes' Director of Safety and Risk Management was named Safety Professional of the Year and Winchester won for the Single- Family Home Builder Safety Program of the Year (100 – 500 homes).

**STAR SITES: U.S. OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION'S VOLUNTARY PROTECTION PROGRAM**

We participate in the U.S. Occupational Safety and Health Administration's Voluntary Protection Program (VPP) – a program that promotes and recognizes effective safety and health management programs. VPP recognizes two levels of accomplishment: Star and Merit. Star sites serve as models for health and safety in the industry and as mentors to other companies. We are honored that, as of 2012, twelve of our facilities are Star sites.

**NATIONAL HEAD START ASSOCIATION: 2011 CORPORATE AWARD WINNER**

Our Longview, Wash., newsprint joint venture NORPAC employees won the 2011 Corporate Award from the National Head Start Association, following previous local and state awards. For five years, NORPAC employees have donated time and money to contribute to southwest Washington Head Start, including providing new playground equipment and tricycles, repairing equipment, conducting a winter clothing drive and more.

**OUTSTANDING VOLUNTEER PROGRAM**

United Way of King County, where our corporate headquarters are located, recognized our employee volunteer program, [Making Waves](#), as the 2011 Outstanding Volunteer Program. The program supports employee volunteers through volunteer training and grant opportunities.

**SPIRIT OF PIERCE COUNTY AWARD**

In 2012, we were awarded the Spirit of Pierce County Award as recognition of our consistently strong performance in the conduct of our United Way workplace campaigns, diversity and depth in our community service, and energetic and bold leadership in addressing community issues and needs. Recipient companies exemplify the highest standards of civic engagement and community-based philanthropy.

**ASSOCIATION OF WASHINGTON BUSINESS COMMUNITY SERVICE AWARD**

Our employee volunteerism efforts were recognized in 2011 by the Association of Washington Business. We received a Community Service Award in the category of "recognizing volunteerism."

**CEO LEADERSHIP IN ACTION AWARD**

Annually, the Profiles in Diversity Journal recognizes CEOs for their achievements, leadership, commitment and, most importantly, their engagement in diversity and inclusion initiatives. We are honored that, in early 2013, our CEO was featured as a Leadership in Action Award Winner.

### MAGAZINE READERS CHOOSE BEST DIVERSITY COMPANIES



In 2013, we were identified as a "Best Diversity Company" by the readers of *Diversity/Careers in Engineering and Information Technology* magazine. The publication asks readers to rank organizations for their support of minorities and women, their attention to work/life balance and their commitment to supplier diversity. All companies on the list employ significant numbers of technical professionals. Readers identified corporations, government agencies and other organizations in the U.S. doing the best work in diversity. The voters' choices were based on their perceptions, formed by their own experiences, their conversations with others or what they'd read. This is the sixth consecutive year we received the nomination.

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## PLANET

### MAPLECROFT CLIMATE INNOVATION INDEX LEADER



We ranked 16th out of the top 100 leading companies in the Maplecroft Climate Innovation Index (CII) Cycle 3 Universe. Inclusion in this index demonstrates superior management, mitigation and adaptation in the field of climate innovation. More than 360 US-listed companies with free-float market capitalization of over \$1 billion were rated and reviewed.

### CORPORATE KNIGHTS S&P 500 CLEAN CAPITALISM RANKING, TOP 100

In early 2012, we were included in Corporate Knights inaugural S&P 500 Clean Capitalism Ranking of clean capitalism leaders, rating companies on a suite of 11 transparent quantitative indicators including carbon productivity (revenue/carbon emissions), ratio of highest executive to average employee pay, and per cent of tax paid in cash. Companies were ranked relative to their industry peers, and all companies on the S&P 500 were included.

### WASHINGTON GREEN 50

In 2011, we were included in Seattle Business Magazine's Green 50 list of the most sustainably operated companies and organizations in Washington state. A panel of expert judges chose the winning organizations from a pool of more than 150 nominees.

### ENVIROVISTA LEADER: ALBERTA ENVIRONMENT

Our operations in Alberta were among those recognized by Alberta Environment's EnviroVista, a voluntary program that acknowledges facilities in the province which go above and beyond their environmental requirements. Our oriented strand board mill in Edson and sawmill and cellulose fibers mill in Grande Prairie were among those recognized as EnviroVista Leaders in 2011. To be an EnviroVista Leader, a facility must have a minimum of five consecutive years of outstanding environmental performance with no regulatory violations during that time period.

### 2012 ENERGY STAR® LEADERSHIP-IN-HOUSING AWARDS



Two of our homebuilding subsidiaries, Quadrant Homes and Maracay Homes, were awarded 2012 ENERGY STAR® Leadership-in-Housing Awards by the U.S. Environmental Protection Agency as recognition of their commitment to promoting energy efficient construction.

"Meeting and surpassing ENERGY STAR standards is a critical component of Quadrant Homes' Living Sound sustainability program," said Quadrant's President. "Our commitment to energy-conserving building practices goes well beyond mandated minimums. Quadrant homes exceed Washington's stringent energy code by 15 percent."

**NATIONAL GREEN BUILDING STANDARD, GOLD CERTIFICATE**

In 2011, Pardee Homes, another one of our homebuilding subsidiaries, was awarded a Gold Certificate from the National Association of Home Builders Research Center's National Green Building Standard. The National Green Building Standard is the only residential green building rating system approved by ANSI, the American National Standards Institute, as an American National Standard. The Standard provides practices for the design, construction, and certification of green residential buildings, renovations, and land developments. It also sets requirements and environmental performance levels for green buildings and developments.

**POLAR BEAR 'PAW OF APPROVAL'**

In early 2013, we were among four Pierce County, Washington (where our Corporate Headquarters are located), companies recognized by the Point Defiance Zoo and Aquarium for our hard work to reduce our greenhouse gas emissions. We are honored to receive the first annual Polar Bear "Paw of Approval" award.

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PERFORMANCE

Be the first choice for customers and investors.

Our goal is to safely and ethically deliver innovative solutions that meet our customers' needs, while achieving consistent top-quartile performance for our shareholders. We hold ourselves accountable for achieving a broad set of performance goals, not just in the short term, but for decades to come. Our financial success fuels our ability to attract and retain top talent, support our communities, and continue to invest in careful management of the renewable resource on which we all depend.

PERFORMANCE 2012 HIGHLIGHTS

- [Achieved top of 2nd quartile performance in ten-year shareholder returns and 5.6% company RONA](#)
- [Implemented Eco+ Innovation](#)
- [Integrated supplier code of ethics module into procurement staff training](#)
- [Innovated new products, while adding shareholder value and improving environmental performance](#)



**OUR PERFORMANCE COMMITMENTS**

- Our company is governed responsibly.
- We incorporate sustainability into our business strategies.
- We continually improve our shareholder return.
- We achieve top-quartile performance.
- Our businesses deliver against their value propositions.
- We are transparent about our performance.
- We are a sustainable supplier and we partner with suppliers that share our sustainability vision.

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WHAT WE DO

Founded in 1900, Weyerhaeuser is today one of the world's largest forest products companies. We employ thousands of people in four core businesses that are focused on growing and harvesting trees, building homes and making a range of forest products essential to everyday lives.

TIMBERLANDS

The trees that grow on our timberlands form the core of our company. We're experts in growing, nurturing, harvesting and replanting them to meet important human needs, without harming the environment or exhausting the supply. [Learn more about this business.](#)

WOOD PRODUCTS

Serving the residential, multi-family and light commercial markets, our Wood Products team manufactures an innovative collection of proven structural framing materials and provides seamless building solutions, from design to installation to support. [Learn more about this business.](#)

CELLULOSE FIBERS

We're a leader in manufacturing fluff pulp for absorbent products, and we also seek new and innovative markets for using cellulose fibers in unique and unexpected ways, such as textiles and plastics. [Learn more about this business.](#)

HOMEBUILDING

We are one of the nation's leading homebuilders with five subsidiaries that operate independently in distinct markets across the country. [Learn more about this business.](#)



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FINANCIAL RESULTS

To measure the financial success of each of our businesses and our company as a whole, we set financial targets and monitor our progress monthly, quarterly and annually. These targets are wide-ranging and include measures such as cash flow, net earnings, and selling and administrative costs.

For our sustainability report, we've chosen to discuss five target areas that together indicate our ability to sustain long-term financial success.

- Total Shareholder Return ▼
- Company EBIT RONA ▼
- Top-Quartile Business Performance ▼
- Earning the Cost of Capital ▼
- Business Value Delivery ▼
- Economic Value: Distribution Versus Retention ▼

TOTAL SHAREHOLDER RETURN

Our goal is to achieve top-quartile performance in total shareholder return against a target set of competitors over a multi-year period. TSR is calculated based on the value of our stock over time plus the value of dividends we pay to shareholders. In 2012, we delivered a total shareholder return of 52.7 percent. For the year, we rated ourselves “high achieves” in this category.

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COMPANY EBIT RONA

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

In 2012, our companywide RONA was 7.4 percent. As the graph shows, we've made significant progress in the last several years to improve our absolute RONA performance, even as the housing market continued to falter in a depressed economy. However, there is still much

SUSTAINABILITY GOAL  
SHAREHOLDER RETURN



2012 PROGRESS: HIGH ACHIEVES

2020 GOAL  
We achieve top-quartile results  
as benchmarked against peers



work to be done. We fell just short of our relative target in 2012 and therefore rated ourselves “below” for this category.

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TOP-QUARTILE BUSINESS PERFORMANCE

For our company to achieve top-quartile results as a whole, each of our businesses must also be working to achieve and retain top-quartile performance. Our Timberlands, Wood Products, Cellulose Fibers and Real Estate businesses each benchmark their financial results against a target set of competitors in their industry, and then take action as needed to improve or maintain their relative position. In 2012, all of our businesses made progress against competitors. We do not disclose our benchmarking data. We rated ourselves an overall “low achieves” in this category.

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EARNING THE COST OF CAPITAL

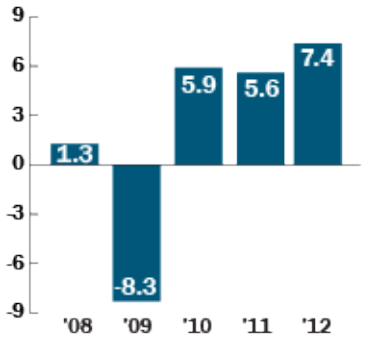
We expect each of our businesses, and Weyerhaeuser as a whole, to earn cost-of-capital returns over a business cycle. That means we need to earn enough, after all costs of doing business, to pay our debt and equity holders the returns they expect. In 2012, we improved our financial performance and return compared with our performance in 2011. This was due in part to a recovering U.S. housing market, but it was also a results of the improvements we made in our operations across the company. For that reason, we rated ourselves an ‘achieves’ on this measure.

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BUSINESS VALUE DELIVERY

If our customers are not satisfied with the products and services we offer, we will not be able to sustain the profitability of our company. Each year, all our businesses identify strategic initiatives that will improve their performance. They set distinct value delivery goals that will maintain the strong relationships we have with existing customers and attract new customers

WEYERHAEUSER  
RETURN ON NET ASSETS (%)



SUSTAINABILITY GOAL

RETURN ON NET ASSETS



2012 PROGRESS: BELOW

2020 GOAL

Our company earns top-quartile RONA over the business cycle

SUSTAINABILITY GOAL

TOP-QUARTILE BUSINESSES



2012 PROGRESS: LOW ACHIEVES

2020 GOAL

Our businesses earn top-quartile results against their peers



to our company. We do not disclose our value delivery targets. We rated ourselves an “achieves” in this category for 2012.

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SUSTAINABILITY IN ACTION



**MAN OF STEEL**  
Shearing genius idea removes the middle man, boost margins

▶ READ THE STORY

SUSTAINABILITY IN ACTION



**MOE VALUE**  
Inventive way to “see” modulus of elasticity saves time, money

▶ READ THE STORY

ECONOMIC VALUE: DISTRIBUTION VERSUS RETENTION

Direct Economic Value Generated	2012 (in millions)
Net sales and revenue - cash basis	\$7,026
Interest income and other	\$52
Net proceeds of investments held by special purpose entities	\$13
Proceeds from the sale of assets and operations	\$80
<b>Economic value distributed</b>	<b>\$7,171</b>
Costs and expenses - cash basis	\$(6,159)
Payments to providers of funds	\$(904)
Cash paid for taxes	\$(13)
Community investments	\$(4)
<b>Economic Value Retained</b>	<b>\$91</b>



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## RELATED LINKS

[2012 Annual Report and Form 10\(k\)](#)

[2012 Fact Book](#)

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- Ethics and Business Conduct
- Externally Endorsed Principles
- Managing Suppliers
- Political Process Participation
- Risk Management Systems

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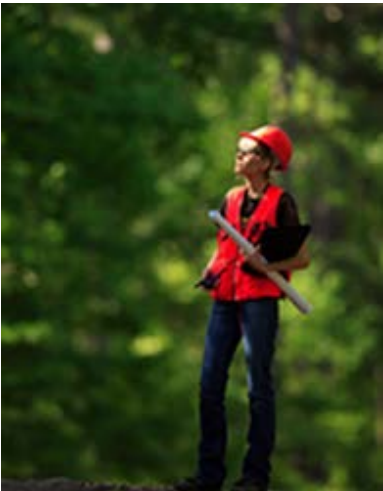
GOVERNANCE

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

In this section you will learn more about our [board of directors](#), long-standing [code of ethics](#), relationship with [suppliers](#), participation in the [political process](#) and risk management [systems](#). We apply thoughtful and disciplined oversight to these activities to ensure we make the best possible decisions. We also set and measure progress against a number of governance goals, including maintaining the independence of our board members, and ensuring our employees, contractors and suppliers understand and comply with our ethics expectations.

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

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BOARD OF DIRECTORS

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

- Composition, Structure and Independence ▼
- Governance Highlights ▼
- Responsibility for Sustainability Matters ▼
- Qualifications and Expertise ▼
- Providing Recommendations ▼
- Director Share Ownership Guidelines and Compensation ▼
- Avoiding Conflicts of Interest ▼

COMPOSITION, STRUCTURE AND INDEPENDENCE

We follow New York Stock Exchange corporate governance rules and requirements, which require that a majority of our board of directors be independent. As of April 2013, eleven directors served on our board and all except the CEO are independent directors under the standards of the New York Stock Exchange. These directors are or have recently been leaders of major companies and institutions and possess a wide range of experience and skills.

Our 91-percent independent board is higher than the average of our peers. According to an analysis of the most recent proxy statements from the S&P 500 and responses to a supplemental survey conducted by Spencer Stuart, a recruiting and leadership consulting firm, the average percent of independent directors as of 2012 was 84.

The Weyerhaeuser board also has appointed an independent director to serve as chairman. The Spencer Stuart study found that in 2012, 43 percent of boards split the chairman and CEO roles; however only 23 percent of the non-CEO chairmen are independent. As is true for most companies who have separated the roles of chairman and CEO, our board has declined to adopt a policy that requires it to have an independent chairman at all times. However, the board has provided that during periods when it does not have an independent chairman, the independent chair of the Executive Committee will serve as Lead Director.

A survey of 354 large and small public companies conducted by The Conference Board in collaboration with NASDAQ OMX and NYSE Euronext found that, in general, the larger the company is the more diverse the board is, a finding confirmed by the Spencer Stuart study. The Spencer Stuart study found that women held an average of 17 percent of board seats. The

SUSTAINABILITY GOAL  
INDEPENDENCE OF DIRECTORS



2020 GOAL  
Comply with NYSE standards for board member independence



highest percentage of women directors was more than 17 percent for companies with revenues of \$5 billion or more, and more than 22 percent for companies with revenues of \$20 billion or more, according to The Conference Board study. Three of the independent directors on our board are women, which is 27 percent. One independent director on our board is African-American, which is 9 percent and generally consistent with the average of approximately 9 percent African-American directors and approximately 15 percent minority directors among the largest 200 of the S&P 500 companies according to the Spencer Stuart study.

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### GOVERNANCE HIGHLIGHTS

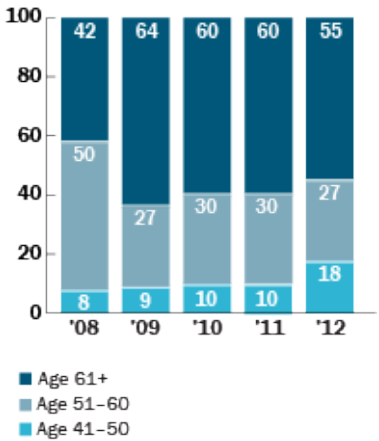
Governance practices implemented by the board of directors and the company in recent years include the following:

- The CEO has no employment contract.
- The company does not provide tax gross-ups.
- Severance and equity vesting occur only on a “double trigger” basis in the company’s change-in-control plans.
- Severance benefits of a prorated annual bonus calculated based on the executive’s target annual bonus were changed to be calculated based on the actual bonus paid.
- The company has minimal executive perquisites.
- The company has increased officer stock ownership guidelines to five times salary for the CEO and three times salary for executive vice presidents and requires senior officers who are not in compliance with the guidelines to hold 75 percent of their net shares remaining after vesting of restricted stock and earn-out of performance shares.
- The compensation committee annually completes a formal risk assessment of the company’s compensation programs.
- The company implemented a compensation recovery or “claw back” policy.
- The company adopted a policy prohibiting hedging of company stock by directors and officers.
- The compensation committee engaged F.W. Cook, an independent consultant who does no other work for the company.



### BOARD OF DIRECTORS AGE PROFILE

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





- The board of directors approved stock ownership guidelines for directors of five times their annual cash fees.
- Directors are elected annually and must receive a majority of votes cast.
  - The board elected an independent director as chairman.
  - Supermajority voting provisions were eliminated.
  - Shareholders owning at least 25 percent of the outstanding common shares have the right to call special shareholder meetings.

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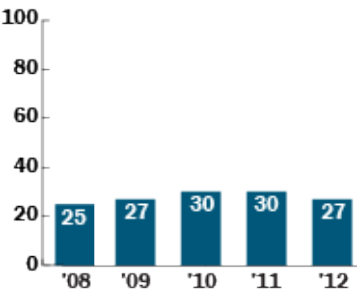
## RESPONSIBILITY FOR SUSTAINABILITY MATTERS

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

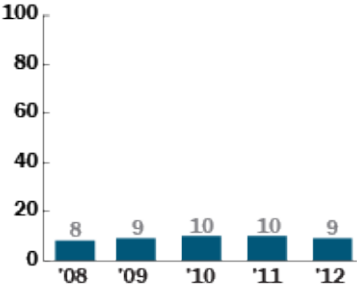
Our board, through its company direction-setting process, establishes companywide strategic direction for capital spending, and business and financial matters, as well as social and environmental issues. We employ this process in three- to five-year cycles to set overall strategic direction of the company. As part of the process, we analyze global trends that have the potential to affect our businesses over the long term, analyze the capabilities and challenges of our businesses, and integrate this information into our planning and decision-making regarding company direction.

Board committees are responsible for sustainability issues in their areas of oversight, and for ensuring that all aspects of sustainability are addressed on an ongoing basis. Our board annually, with the assistance of the governance and corporate responsibility committee, reviews its overall performance and reviews the performance of board committees. Learn more

**BOARD OF DIRECTORS  
FEMALES**  
(As reported in annual Proxy  
Statements, expressed in percentage)



**BOARD OF DIRECTORS  
MINORITY GROUPS**  
(As reported in annual Proxy  
Statements, expressed in percentage)



about our board committees and their charters in the [investors](#) section.

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## QUALIFICATIONS AND EXPERTISE

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

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

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

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

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## PROVIDING RECOMMENDATIONS

Any shareholder can communicate directly with our board, the independent directors, and any individual director or the chair of any committee via our corporate secretary. The processes for

communicating with the board, recommending nominees for the board, or submitting shareholder proposals are outlined in our [2013 Proxy Statement](#).

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

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

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

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

Examples of topics considered in shareholder or board proposals within the last five years include:

Governance:

- shareholder right to call special meetings: 2010 (2011 by BoD)
- majority vote: 2009
- director election by majority: 2006 (2010 by BoD)
- executive compensation: 2006 (2011 by BoD)
- independent chairman: 2009

Forestry practises

- certification: 2010
- wood supply: 2007

Social issues

- aboriginal peoples relations: 2007

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## DIRECTOR SHARE OWNERSHIP GUIDELINES AND COMPENSATION

### SHARE OWNERSHIP GUIDELINES

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

### EQUITY AND CASH COMPONENTS OF COMPENSATION

Each independent director, other than the chairman of the board, is paid an annual fee for service of \$180,000, and \$100,000 of the annual fee will be paid in the form of Restricted Stock Units. The number of RSUs is determined by dividing the dollar amount of the fees to be granted as RSUs by the average of the high and the low price of the company's common stock on the date of grant. These RSUs vest over one year and are settled at the end of the year. The remaining \$80,000 is paid in the form of cash.

### DEFERRAL OPTION

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

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

### SPECIAL FEES FOR SERVING AS CHAIR

A director who serves as a chair of the governance and corporate responsibility, compensation or finance committees receives an additional fee of \$10,000 in cash. The chair of the audit committee receives an additional fee of \$15,000. These additional fees may be taken immediately or deferred into either the stock equivalent account or the interest-bearing account. The chairman of the board receives an annual fee of \$300,000 of which \$150,000 is paid in the form of Restricted Stock Units that vest over one year and may be further deferred into stock equivalent units. The remaining \$150,000 is paid immediately in cash or may be deferred into either the stock equivalent account or the interest-bearing account in the Deferred Compensation Plan for Directors.

### REIMBURSEMENT FOR TRAVEL

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

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

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### AVOIDING CONFLICTS OF INTEREST

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

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

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

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## RELATED LINKS

[Read our Notice of 2013 Annual Meeting of Shareholders and Proxy Statement.](#)

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

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

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ETHICS AND BUSINESS CONDUCT

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

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

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

- Code of Ethics ▼
- Preventing Corruption and Bribery ▼
- Anti-Competitive Behavior ▼



CODE OF ETHICS

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

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

- Antitrust and competition laws
- Company assets
- Conflict of interest
- Corporate opportunities
- Employment expectations
- Employment issue resolution process
- Environmental responsibility
- Full and fair disclosure
- Gifts and entertainment
- Government affairs

SUSTAINABILITY GOAL  
ETHICS COMPLIANCE



2012 PROGRESS: ACHIEVES

2020 GOAL  
Employees complete annual  
ethics certificate of compliance

- Government investigations, inspections and requests
- Human rights
- Inside information and insider trading laws
- Intellectual property
- International business conduct
- Protection of employee information
- Protection of third-party information
- Safety and health
- Suppliers, contractors and customers

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

We send a certificate of compliance survey to targeted employees each year, including top management. The goal is to audit compliance with our code of ethics, company policy and the law. New employees are introduced to our code of ethics as part of our orientation process. In 2012, 100 percent of employees who received the certificate of compliance survey completed it on time. We rated ourselves an “achieves” for this category.

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## PREVENTING CORRUPTION AND BRIBERY

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

We regularly train employees using anti-bribery training modules. Our contracts and purchasing policies require agents, contractors, suppliers, service providers and joint-venture partners to comply with our Anti-Bribery policy as well as all statutes and regulations regarding corruption and bribery.

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## ANTI-COMPETITIVE BEHAVIOR

All employees are expected to comply with our company’s core policy, as well as all U.S. and other country’s laws, regulating unlawful anti-competitive behavior. Employees receive regular



training and materials as part of our antitrust and competition law compliance program and are responsible for being aware of the risk and costs of violating the laws and complying with our guidelines for behavior.

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

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**RELATED LINKS**

- [View our Ethics and Business Conduct Charter](#)
- [Read our Supplier Code of Ethics](#)
- [Learn about the numerous Awards and Recognitions we've received](#)

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EXTERNALLY ENDORSED PRINCIPLES

We have voluntarily endorsed the following external initiatives:

Initiative	Adopted	Applicability	Multi-stakeholder Involvement
Business Roundtable Social, Environmental, Economic (S.E.E.) Change	2005 (founding member)	United States	No
Institute for Supply Management™ Principles for Social Responsibility	2005	Global	Yes
ISO 14001 Environmental Management System Standard	1998	Global	Yes
Sustainable Forestry Initiative Principles	2001	United States & Canada	Yes
World Business Council for Sustainable Development Sustainable Forestry Principles	2005	Global	Yes

BUSINESS ROUNDTABLE: CREATE, GROW, SUSTAIN

We know that building a successful business means being a good steward at our worksites and in our communities. We work hard everyday to build a more sustainable world. A new Business Roundtable report, “[Create, Grow, Sustain: How Companies Are Doing Well by Doing Good](#),” details the efforts of nearly 150 companies, including Weyerhaeuser, to be responsible members of our local and world communities.

Here’s how we are “doing well by doing good”:

“We live by this simple truth: a single tree won’t last forever, but a forest can. We plant trees. After harvest, we replant and begin again for the next generation. For more than 100 years we’ve been providing society with innovative sustainable solutions, based on trees.”

[Read the full Business Roundtable report here.](#)





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MANAGING SUPPLIERS

We seek to build relationships with our suppliers and our customers based on mutual benefit, trust, performance and a joint commitment to continuous improvement. We are committed to being a sustainable supplier for our customers and to partner with suppliers that share our sustainability vision.

We are one of the few remaining vertically-integrated forest products companies in the world. We either source raw material from our own lands, where suppliers are contract loggers and tree planting crews, or buy wood fiber from large and small forest landowners. We have longstanding, established relationships with these landowners and contractors. Our manufacturing facilities purchase chemical additives to make our products and equipment to run our facilities. Our homebuilding company hires contractors and purchases various homebuilding materials. By far, our largest and most critical supply chain is the raw wood fiber that we convert into wood products, cellulose fibers and homes.

Given our unique structure and place in the global supply chain, we employ a variety of techniques and processes to ensure our supply chain is well-managed and that we can be the best possible supplier to our customers.



- Integrating Sustainability Considerations ▼
- Supporting the Local Economy ▼
- Risk and Spend Analysis ▼
- Assessment and Auditing ▼
- California Transparency in Supply Chains Act ▼

INTEGRATING SUSTAINABILITY CONSIDERATIONS

As part of our Sustainability Roadmap, we set a goal to include appropriate sustainability criteria in supplier performance expectations. In 2012, we benchmarked our current criteria against our customers and other companies in our industry and identified opportunities to expand or enhance our selection and assessment of suppliers that share our sustainability vision. We expect to enhance our existing supply chain management program and processes over the coming years and will report our progress on this website.

We are already committed to a strong, diverse supplier base as well as an effective supply chain. We engage with the Northwest Minority Supplier Development Council, the National Minority Supplier Development Council, and the Woman's Business Enterprise National

Council. We recognize that talent and innovation are found everywhere in our communities, and seek diversity among our suppliers.

All of our contracts with suppliers include environmental, social and governance factors. Our [Standard Terms](#) of Purchase apply to our U.S.-, Canadian- and European-based contracts, requiring suppliers to comply with company policies, as well as all applicable laws, including health, safety, environmental, labor and employment. Our suppliers must also comply with and maintain policies consistent with our standard environmental, health and safety requirements. We apply our ethical conduct standards when selecting suppliers and business partners; and we expect suppliers to act in accordance with our [supplier code of ethics](#) when working on our behalf.

Currently, we have five areas of focus for our supplier selection and management:

- **Safe and sustainably** -- we select suppliers who act sustainably and hold themselves as responsible stewards of the supply chain. Our service providers must share our values and provide a safe work environment.
- **Provide and preserve supply continuity** – we establish a robust supply chain for our products if no such supply chain exists, and if supply chains exist, we enhance the performance along that supply chain and reinforce its structure.
- **Lowest possible cost** -- although one usually thinks of this as the price of a good or service, we view this to mean the total cost of the product or service, of which price is merely one component. We look at other associated costs, such as administrative costs, ongoing technical support and maintenance, risks of use and alternatives, and supply chain resilience, which influence the total cost of any product or service.
- **Creation of value** – our procurement program is committed to reducing costs, reinforcing the supply chain, selecting the right suppliers that align with our needs and values, thus mitigating risks.

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## SUPPORTING THE LOCAL ECONOMY

Between forty and seventy-five percent of the ongoing cost of making our products is the cost of logs and wood fiber – the majority of which comes from sources within 150 miles of our

### SUSTAINABILITY GOAL SUPPLIER CODE OF ETHICS



2020 GOAL  
Our procurement professionals understand the code of ethics

### SUSTAINABILITY GOAL SUPPLIER EXPECTATIONS



2020 GOAL  
We expect suppliers to perform against sustainability criteria

manufacturing facilities. In addition, much of our contracted services are sourced locally; our electricity and natural gas needs are purchased from the local serving utilities; liquid fuels and lubricants are purchased from local suppliers; and spare parts used to maintain our equipment are purchased through local distributors. A significant percentage of our overall expenditures is spent on locally sourced materials and services. Supporting our local economy is just good business.

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## RISK AND SPEND ANALYSIS

We employ a variety of screening measures to verify that our suppliers are conducting safe, efficient, and environmentally- and socially-conscientious business activities.

- The procurement of the wood fiber, by far our largest expenditure, is guided by our wood procurement policy, our third-party certification to the SFI Certified Sourcing Standard, and, where applicable, our SFI, PEFC and FSC chain of custody and FSC controlled wood certification,.
- The purchase and use of environmentally sensitive chemicals when possible, and always complying with Federal, State and local health and safety regulations.
- Maintaining a focus on minority and women businesses and supporting their growth and expanded use, where applicable and competitive.
- Careful reviews of supplier financial stability, including emphasis on suppliers' ability to meet contractual and/or security requirements.
- Use of mechanisms that respect the human rights of a supplier's labor force as well as prevention of human trafficking. We screen suppliers for human rights issues selectively based on risk.

We conduct an expenditure analysis by spend category, individual products, vendor, and site for our entire procurement spend. We also track separate expenditures by the channel in which the purchase is made, including: purchasing cards, purchase orders, capital expenditures and direct buys. We estimate that we are a major client for approximately sixty percent of our main suppliers; nearly all of our wood fiber suppliers would consider us a major client.

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## ASSESSMENT AND AUDITING

We expect—and our contracts require—suppliers to operate ethically and to comply with all contract terms, laws and regulations. Our Supplier Code of Ethics and our standard terms and conditions detail our expectations of suppliers and what they can expect of us. If a supplier fails to conform to the requirements, improvement plans are developed and implemented. Where improvement in critical areas is not sustained, a supplier will be replaced. These principles are consistent with the Institute for Supply Management's Principles of Social Responsibility, which we adopted in 2005.

We focus our assessment and audit processes on specific sustainability risks associated with that supplier, category of spend or sourcing origin. Annually, we assess each vendor within a given category of risk for risks endemic or particular to them. We estimate that eighty percent of our main suppliers are assessed annually for one or more appropriate sustainability risks, depending on their specific, appropriate, and applicable risk posture unique to their situation. We continually monitor sustainability risk and focus third-party audits on key risk areas, including:

- Legal and responsible procurement of wood-based raw materials
- Contractor safety and health
- Supplier diversity
- Augmented Customs-Trade Partnership Against Terrorism (C-TPAT) for suppliers located outside of the U.S.
- Compliance with our standards, including proper approval and document retention, satisfactory management of supplier contract expectations, and random checks on commercial and standard contract terms.

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## CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

The California Transparency in Supply Chains Act of 2010 requires retailers and manufacturers that do business in California “to publicly disclose their efforts to eradicate slavery and human trafficking from their direct supply chains.” Given that most of our raw materials are sourced—and most of 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, including:

### 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 standard environmental, health and safety requirements.

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

### HUMAN RIGHTS POLICY

We recognize that companies operating in today's global marketplace need a human rights policy. We adopted our human rights policy in 2008. Our [human rights policy](#) prohibits the use of “chattel slaves, forced labor, bonded laborers or coerced prison labor” and we expect that our suppliers will maintain fair working conditions and freedom of engagement and association.

### THIRD-PARTY CERTIFICATION OF FIBER SOURCING

All of our operations in North America are certified to the Sustainable Forestry Initiative® Certified Sourcing Standard. The SFI Standard contains twenty objectives, including Objective 13, Avoidance of controversial sources including fiber sourced from areas without effective social laws. Indicators supporting this objective require certified companies that source forest based raw material from outside the U.S. and Canada to have a process to assess the risk that their fiber sourcing could occur in countries without effective laws addressing workers' health and safety, fair labor practices, indigenous peoples' rights, anti-discrimination and anti-harassment measures, prevailing wages, and workers' right to organize. Many of our operations are also certified to the 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". "Controversial sources" requirements include health and labor issues relating to forest workers.

### ADDITIONAL ASSESSMENT OF FOREIGN SUPPLIERS

We have been a member of the Customs-Trade Partnership Against Terrorism since 2003. As part of this program, we conduct risk assessments of our foreign suppliers. The threat of smuggling humans is one of the risk factors considered in this assessment. We also gather information to assess whether security vulnerabilities may create a high risk supply chain and, if indicated, develop a map of the supplier's cargo flow and business partners. If needed, we work with our suppliers to develop a corrective action plan to address any gaps or vulnerabilities, and periodically audit suppliers and any specific supplier 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 report on our progress towards meeting our long-term sustainability goals annually on this website.

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### RELATED LINKS

- [Read more about our work related to Human Rights](#)
- [View our Supplier Code of Ethics](#)

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PARTICIPATING IN THE POLITICAL PROCESS

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

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



- Company Activities ▼
- Employee Activities ▼
- Campaign Contributions — United States ▼
- Campaign Contributions — Canada ▼
- Public Policy Discourse ▼
- Association Participation ▼
- Issues Important to Weyerhaeuser ▼
- Political Donations Archive ▼

COMPANY ACTIVITIES

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

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

To advocate our position, we rely on government affairs professionals, assisted by key managers and subject-matter experts. Only authorized employees and contract lobbyists may

engage in lobbying activities, as defined by the appropriate jurisdiction, on behalf of the company. Such persons must comply with all applicable legal requirements.

All laws and regulations regarding in-kind contributions, use of corporate facilities and resources, independent expenditures, and gifts and ethics laws must be stringently followed. Employees may not offer, promise or give anything of value to any government official, employee, agent or other intermediary (either domestically or internationally) to influence the exercise of government duties. In 2012, [we used \\$35,000 of corporate funds to support independent expenditures](#) . Under circumstances when corporate funds are used for independent expenditures, all transactions are disclosed and transparent in our annual report of all political donations.

No pressure in any form may be directed toward any employee to make any personal political contributions or to support or oppose any ballot measure, political party or the candidacy of any person.

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## EMPLOYEE ACTIVITIES

We strongly support employee involvement in political affairs and encourage and support lawful individual activities that involve political parties, candidates or issues.

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

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

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

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## CAMPAIGN CONTRIBUTIONS — UNITED STATES

Political contributions reflect one dimension of participation in the political process. All of our political contributions comply with applicable law, and require the prior approval of the law department and authorization of the director of government and community relations. A report of compliance is provided annually to the board governance committee.

Weyerhaeuser sponsors a U.S. employee-funded Weyerhaeuser Political Action Committee,

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

In 2012, the [Weyerhaeuser Political Action Committee](#) contributed \$384,680 to federal candidates, committees and some state candidates. WPAC contribution reports are filed with the [Federal Elections Commission](#) and posted on its website.

Other states allow companies to contribute directly to campaigns for state and local offices and for ballot measures, a democratic process in which we participate. In 2012, Weyerhaeuser and our subsidiaries made political contributions of \$518,575 in the following states: [Alabama](#), [Arkansas](#), [California](#), [Georgia](#), [Louisiana](#), [Maryland](#), [Mississippi](#), [Nevada](#), [Oregon](#) and [Washington](#). Reports of state and local contributions are filed as required at state and local levels.

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## CAMPAIGN CONTRIBUTIONS — CANADA

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

In 2012, Weyerhaeuser Company Limited, the company's [Canadian subsidiary](#), contributed [CA\\$37,148](#) to political parties or candidates in Canada.

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## PUBLIC POLICY DISCOURSE

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

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

## ASSOCIATION PARTICIPATION

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

- [American Benefits Council \(23%\)](#)
- [American Wood Council \(12.5%\)](#)
- [The Business Roundtable \(36%\)](#)
- [Council of Forest Industries \(Canada\)](#)
- [Forest Products Association of Canada](#)
- [Forest Resources Association \(6%\)](#)
- [Leading Builders of America \(75%\)](#)
- [National Alliance of Forest Owners \(50%\)](#)
- [National Association of Real Estate Investment Trusts \(25%\)](#)
- [National Council for Air and Stream Improvements, Inc. \(0%\)](#)
- [Pulp and Paper Products Council \(Canada\)](#)
- [Sustainable Forestry Initiative, Inc. \(0%\)](#)
- [World Business Council for Sustainable Development \(Switzerland\)](#)

## ISSUES IMPORTANT TO WEYERHAEUSER

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

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

## POLITICAL DONATIONS ARCHIVE

- [Political Donations in 2011](#)
- [Political Donations in 2010](#)
- [Political Donations in 2009](#)

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## RELATED LINKS

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

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**Risk Management Systems** ▶

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RISK MANAGEMENT SYSTEMS

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

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

- [Our Systems](#) ▼
- [Our Management Structures](#) ▼
- [Environment, Health and Safety Policies](#) ▼
- [Internal Controls](#) ▼



OUR SYSTEMS

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

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

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OUR MANAGEMENT STRUCTURES



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

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

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## ENVIRONMENT, HEALTH AND SAFETY POLICIES

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

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

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## INTERNAL CONTROLS

To help ensure that shareholders receive accurate financial information, the Sarbanes-Oxley act of 2002 requires public companies to assess their internal control structures and procedures for financial reporting and to disclose any material weakness in these controls. Our assessment is audited by an independent public accounting firm. The first report, which was due for the 2004 fiscal year, concluded our internal controls were effective and identified no material weaknesses. Subsequent reports for each fiscal year, including 2012, also concluded that our internal controls were effective and identified no material weaknesses.

## RELATED LINKS

[Learn more about our stakeholder engagement](#)

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INNOVATION

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

As demand grows for more sustainable products, less oil dependence, and fewer carbon emissions, we know trees are the solution to many global challenges. Countless products, from fuel and plastics to clothing and cosmetics, are being made from trees. And advanced wood products technologies are driving more efficient home construction. This vast array of renewable tree-based opportunities drives our researchers and customers to new heights of innovation.

Our company's focus on science and technology is unique in our industry. We are experts at managing sustainable forests, and we understand how to use this remarkable resource to create superior solutions to address society's needs. Read more about our [collaborations and partnerships](#), as well as our [Eco+ Innovation](#) program.



SUSTAINABILITY IN ACTION



**COTTAGE INDUSTRY**  
A booming new home style is born out of deep recession woes

▶ READ THE STORY

SUSTAINABILITY IN ACTION



**MAKIN' THE LITTLE DUDES**  
Extending value through innovative new pulp product called Pearl

▶ READ THE STORY



## RELATED LINKS

[Learn more about innovation at Weyerhaeuser](#)

[Read more about using cellulose fibers in textiles](#)

[Learn more about Weyerhaeuser Solutions](#)

[Read more about green building solutions provided by our Wood Products business](#)

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COLLABORATIONS AND PARTNERSHIPS

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

- THRIVE™ Composites: Cellulose Fiber Reinforced Thermoplastics
- Biofuels Joint Venture: Catchlight Energy
- Feasibility of Producing Jet Biofuel from Woody Feedstocks
- Harnessing Wind Power on our Land
- Geothermal Exploration
- Creating Carbon Fiber from Lignin

THRIVE™ COMPOSITES: CELLULOSE FIBER REINFORCED THERMOPLASTICS

In 2012, in partnership with Ford, we launched a proprietary, patent-pending form of thermoplastic composite that uses sustainably sourced cellulose fiber as a reinforcement additive. Called THRIVE™ composites, the product will initially be used in household goods and automotive parts. In addition, THRIVE can be used in a variety of composite plastic applications, including office furniture, kitchenware, small and large consumer appliances and other industrial goods. THRIVE composites offer several advantages over materials reinforced with short glass fibers or natural fibers such as sisal, hemp and kenaf. The product is available in masterbatch form for custom compounders and ready-to-mold thermoplastic pellets for molders. Products made with THRIVE require less energy to produce and can reduce wear and tear on processing equipment when compared with those containing abrasive short glass fibers. These substantial benefits create significant advantages for companies looking to reduce their carbon footprints while enhancing performance and productivity. Visit our THRIVE website for more information.

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SUSTAINABILITY GOAL  
RENEWABLE ENERGY BUSINESS



2012 PROGRESS: ACHIEVES

2020 GOAL  
We develop renewable energy business opportunities



## BIOFUELS JOINT VENTURE: CATCHLIGHT ENERGY

Catchlight Energy, a 50-50 joint venture between Chevron and Weyerhaeuser, is dedicated to accelerating the commercialization of cellulosic biofuels through the provision of feedstock and offtake services, licensing of conversion technology and supporting independent third-party research focused on understanding the environmental sustainability of the biofuel industry.

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

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

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

Catchlight Energy is actively engaged with multiple firms that are seeking to commercialize technology to produce biofuels. As an example, Catchlight has an agreement to supply forest-based biomass and purchase a portion of the renewable hydrocarbon fuels produced at KiOR's first commercial unit in Columbus, Mississippi, which is scheduled to start up in 2013.

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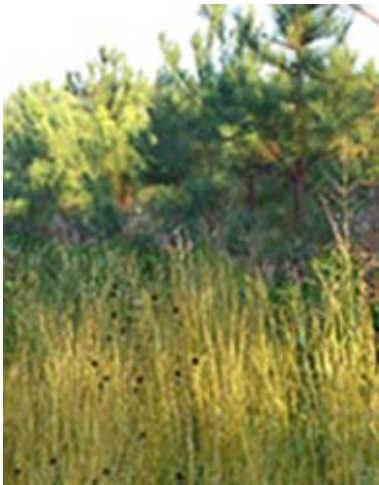
## FEASIBILITY OF PRODUCING JET BIOFUEL FROM WOODY FEEDSTOCKS

We are a participant in a portion of the [Northwest Advanced Renewables Alliance](#) consortium, led by Washington State University, to study the feasibility of producing jet biofuel from woody feedstocks in the Pacific Northwest. The WSU-led project is one of two five-year, \$40 million grants awarded by the USDA.

The WSU-led grant aims to address the urgent national need for a domestic biofuel alternative for U.S. commercial and military air fleets. Researchers at the [Northwest Advanced Renewables Alliance](#) envision developing a new, viable, aviation fuel industry using wood and wood waste in the Pacific Northwest, where forests cover almost half of the region. The project is focusing on increasing the profitability of wood-based fuels through development of high value, bio-based co-products to replace petrochemicals used in products such as plastics.

As a subcontractor to the WSU-led grant, we are:

- Determining the feasibility of sustainable production of woody feedstocks for use in





- biofuel and value-added products;
- Understanding how to more cost effectively collect currently under utilized harvest material; and
- Exploring ways to convert woody biomass lignin components into value added bio products.

As part of our involvement, we established a new research site near Springfield, Oregon, to better understand the effect of forest management practices on soil, water and wildlife. The site is intended to provide information on the effect of biomass removal, compaction and fertilization on soil, water and wildlife. We are working with collaborators to understand how to develop more cost-effective ways to collect currently under-utilized harvest residuals for emerging biofuel and bio-product applications. We are studying ways to create high-value bioproducts from residual lignin, the second most abundant polymer in nature.

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## HARNESSING WIND POWER ON OUR LAND

In early 2013, we entered into fourteen wind power agreements with eleven individual wind power developers. The agreements are on separate properties in Washington, Oregon, Oklahoma and North Carolina. Two of the properties are fully permitted and the others are in various stages of wind resource study and permitting.

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

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

Potential estimated renewable energy power output from these projects is approximately 880 megawatts. We are currently negotiating agreements on additional properties in Washington and North Carolina with the potential for additional wind power electrical generation. We expect these projects to eventually provide an additional stream of long-term revenue with minimal impact on core, timber business activities.

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## GEOTHERMAL EXPLORATION

Under an agreement with us, Alta Rock Energy selected approximately 47,000 acres of originally optioned land in Washington and Oregon to convert to lease status. Alta Rock selected the lease acreage based on regional exploration results indicating "at depth" heat





resources in the Mt. Saint Helens area in Washington and adjacent to Summer Lake in south-central Oregon. Alta Rock continues to explore the potential for developing Engineered Geothermal System projects and will be conducting additional testing including the drilling of heat gradient holes on the selected lease lands.

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

We also have an exploration agreement with Ormat Technologies to explore the geothermal potential of other selected sites in Washington and Oregon. Ormat is one of the premier geothermal power plant developers and has facilities worldwide.

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### CREATING CARBON FIBER FROM LIGNIN

We are currently partnering with Zoltek Companies, Inc., under a U.S. Department of Energy grant to produce a low-cost carbon fiber incorporating the natural polymer lignin, which could potentially enhance the energy efficiency of carbon fiber manufacture and be used in advanced (more fuel efficient) vehicles. The project was part of a larger announcement, in August 2011, of more than \$175 million for Advanced Vehicle Research and Development from the DOE's National Energy Technology Lab. Prior to the grant announcement, Zoltek and Weyerhaeuser worked together on developing a new low-cost route to carbon fiber using a lignin/PAN hybrid. It is anticipated that by combining the earlier technology with improvements in operating and energy efficiencies for carbon conversion, the project may be able to provide lower cost carbon fiber for automotive and other applications. The first commercial scale lignin/PAN precursor fiber demonstration was carried out recently, producing a total of thirteen metric tons of material. Precursor fibers are scheduled for the first commercial scale carbon fiber conversion tests later this year.

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### RELATED LINKS

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

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ECO+ INNOVATION

Sustainability and innovation have long been embedded into our values, processes and products. From our sustainably managed land and forests, we provide an array of products based on our vast renewable resource. And although our current forest products provide significant environmental benefits themselves, such as our forests’ ecosystem services and our naturally low-carbon wood products, we are continually striving to do more.

To better track and understand the benefits of our investments into our operations and our new product innovations that go beyond our standard baseline, we’ve developed a new indicator called Eco+ Innovation.

We qualify our investments as Eco+ Investments and new product sales as Eco+ Revenues if they meet one or more of the following criteria, without negatively affecting their overall sustainability profile:

- Enables substitution of nonrenewable energy or materials with renewable resources.
- Results show significant improvement in or exceeds relevant requirements for:
  - energy efficiency
  - resource conservation, efficiency, recovery or yield
  - percent of fiber or wood sourced from certified forests
  - water use per unit of production
  - absolute GHG emissions
  - air emissions, solid waste to landfill, or wastewater pollutant discharges per unit of production

We consider “significant improvement” to generally mean at least ten percent on an annual, life cycle or harvest rotation basis. Once qualified and implemented, the entire revenue of a product or value of a project is counted towards the reported dollar amount.

In 2012, we invested \$82 million in Eco+ Investment projects to improve our business operation, which we expect will also result in significant sustainability improvements. We also generated \$102 million in Eco+ Revenues from new products and services that have an improved environmental profile.

ECO+ INNOVATION EXAMPLES

Arborite® Fertilizer: Less Nitrogen, Less Volatility, Lower Greenhouse Gas Emissions

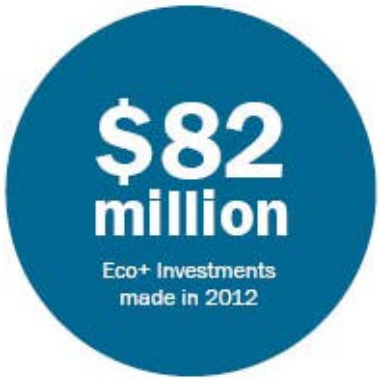
In 2012, we generated Eco+ Revenues from sales royalties and licensing of our innovative

SUSTAINABILITY GOAL  
SUSTAINABILITY BENEFITS



2012 PROGRESS: ACHIEVES

2020 GOAL  
We measure and evaluate the cost and benefits of initiatives

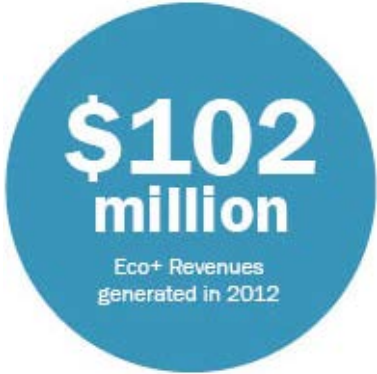


fertilizer technology, [Arborite®](#), to Gavilon, an agriculture-focused distribution company. Our Arborite® technology was originally developed for use in forest fertilization and has been used on more than 2.5 million acres of our own timberlands since 1999. The primary market for Arborite has shifted to agriculture since its introduction in 2009. Arborite allows users to reduce nitrogen rates by as much as 20 percent by reducing volatility while maintaining productivity. Lower nitrogen rates and reduced volatility can mean lower greenhouse gas emissions, less nitrogen runoff and more nitrogen directed to the crops.

**Evaporator Upgrade: Less Water Consumed, Improved Water Quality**

One of our Eco+ Investments in 2012 was to upgrade the evaporators at our Grande Prairie, Alberta, Cellulose Fibers mill. This upgrade optimized the mill's energy efficiency and enables the production of 23 megawatts of biomass-derived energy. The project also increased the mill's capability to participate in Alberta's greenhouse gas reduction program by selling Emissions Performance Credits. In addition, we estimate the project will reduce our water consumption by 8 percent and improve our biochemical oxygen demand, a water quality indicator, by 13 percent. Read more about this story to the right.

Last updated July 3, 2013



**SUSTAINABILITY IN ACTION**

**BREAKING GROUND**  
\$23 million investment to improve efficiency, maximize raw materials

**▶ READ THE STORY**

## SUSTAINABILITY

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## PEOPLE

### We care about our employees and communities.

When we ask employees why they work at Weyerhaeuser, the most consistent response is, "It's the people." Our people are our greatest strength. Their talent, competitive spirit and innovative approach to getting results have driven our company to succeed for more than a hundred years. Together, we put safety first, invest in our communities, and do what it takes to attract the diverse, high-performing talent we need to achieve our vision.

#### PEOPLE 2012 HIGHLIGHTS

- [Achieved a 0.76 employee recordable injury rate, our lowest in history](#)
- [Approved a new Leadership Development Framework to strengthen our leadership pipeline and bench](#)
- [Invested \\$4 million in our communities through our giving program, in-kind donations, and employee time](#)
- [Launched a successful volunteer of the quarter program](#)



#### OUR PEOPLE COMMITMENTS

- We work in an injury-free environment.
- We build and strengthen our leadership pipeline and bench.
- We attract, engage and retain talented people.
- Our workplace is diverse and inclusive.
- We nourish the quality of life in our communities.
- We engage with our stakeholders.
- All our employees are responsible for and engaged in achieving our sustainability goals.

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EMPLOYEES

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

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

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



SUSTAINABILITY GOAL  
EMPLOYMENT BRAND



2012 PROGRESS: ACHIEVES

2020 GOAL  
We work to improve our standing  
as a great place to work

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HEALTH AND SAFETY

Our commitment to employee and contractor safety is our highest company value. Leadership and employee involvement has formed the foundation of our improvement over the last decade. 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. Our journey to an injury-free Weyerhaeuser is well under way.

We have two health and safety goals associated with our Sustainability Roadmap:

- A recordable incident rate of less than one
- More than 90 percent of manufacturing facilities operate injury-free

We achieved our goal of a less-than-one recordable incident rate, and we have demonstrated this performance is sustainable. In 2012, 75 percent of our facilities operated injury-free, below our internal milestone. Our results show that we are placing the correct level of attention on employee and contractor safety and have the right processes, training, tools, communications, activities and behaviors in place.

- Safety Leadership ▼
- Health and Safety Strategy ▼
- Safety Performance Metrics ▼
- Health and Safety Policy ▼
- Health and Safety Exchange ▼
- Compliance ▼
- Incident Investigation and Reporting ▼
- Recordkeeping ▼



SUSTAINABILITY GOAL  
RECORDABLE INCIDENT RATE

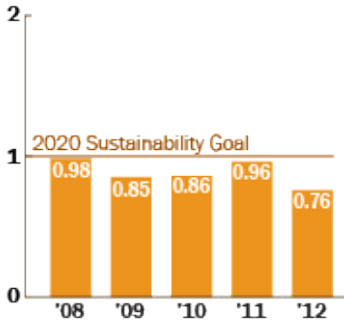


2020 GOAL  
We operate with a recordable incident rate of less than one

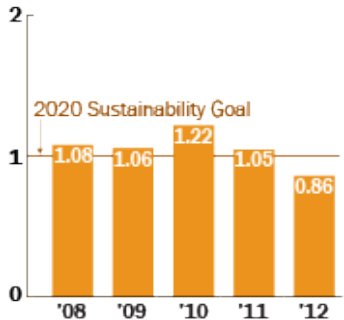
SAFETY LEADERSHIP

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

**EMPLOYEE  
RECORDABLE INCIDENT RATE**  
(includes supervised contractors)



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



Data does not include contractors from our real estate subsidiaries.

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## HEALTH AND SAFETY STRATEGY

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

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

Our key companywide tools that support this approach include:

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

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**A LEADER IN SAFETY**  
Industry Recordable Incident Rate,  
North America  
AF&PA 2012 Benchmark Report

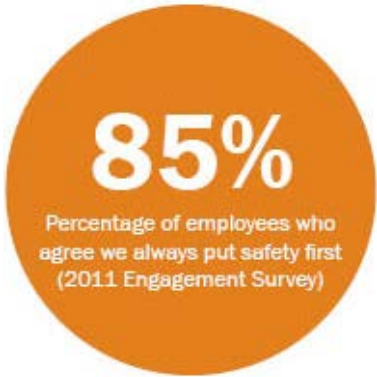


**SAFETY PERFORMANCE METRICS**

**SAFETY INCIDENTS AND FATALITIES**

	2008	2009	2010	2011	2012
United States and Canada					
Employee RIR <sup>1</sup>	0.98	0.85	0.86	0.96	0.76
Contractor RIR <sup>2</sup>	1.08	1.06	1.22	1.05	0.86
Days-away case rate (employees)	0.41	0.34	0.33	0.32	0.30
Days-away rate (employees)	19.61	17.54	12.21	12.50	13.9
Fatalities worldwide					
Employees	1	0	1	0	0
Contractors	1	0	1	2	2

1. Employee data includes supervised contractors.  
2. Contractor RIR data does not include contractors from our real estate subsidiaries.



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**HEALTH AND SAFETY POLICY**

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

employees. [View our full Health and Safety Policy here.](#)

EXPECTATIONS

Business activities will be conducted to:

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

CONTRACTOR SAFETY POLICY

We also have a [contractor safety policy](#), which states our contractors and contract transportation providers will conduct themselves in a manner fully consistent with all applicable safety standards, including governmental requirements, operations and facility-specific safety requirements and contractual requirements. Our employees using contractors will take appropriate steps to ensure contractors' compliance, including:

- Development and adherence to contractor screening and selection criteria.
- Development of clear safety requirements/expectations in the contract documents.
- Complete implementation and monitoring of contractor performance against safety requirements.

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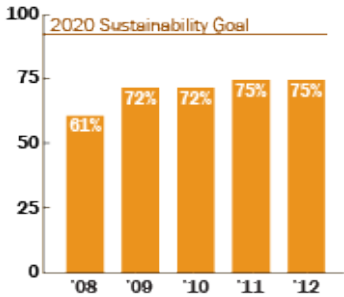
HEALTH AND SAFETY EXCHANGE

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

- Leadership in health and safety
- Employee-driven



**SITES OPERATING INJURY-FREE**  
(Includes employees and supervised contractors)



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

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### COMPLIANCE

We conduct health and safety regulatory compliance audits in all of our manufacturing businesses to ensure compliance with all applicable regulatory requirements and company standards. In 2012, we received four health and safety compliance citations and paid \$12,085 in health and safety fines and penalties.

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### INCIDENT INVESTIGATION AND REPORTING

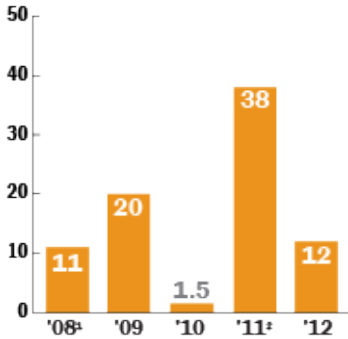
To prevent injury, a company must learn from its safety incidents and near misses. Our incident investigation standard requires that all incidents be reported, recorded and investigated according to defined processes based on the type and severity of the incident. Causes must be identified and action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

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

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

### FATALITIES

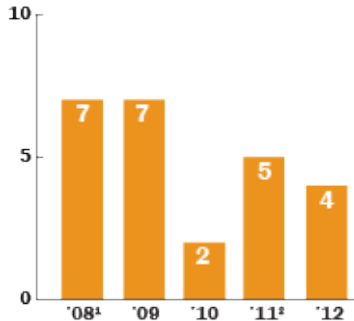
**HEALTH AND SAFETY FINES AND PENALTIES IN THE UNITED STATES AND CANADA**  
(In thousands of U.S. dollars)



<sup>1</sup> 2008 data includes facilities sold in August 2008 to International Paper.  
<sup>2</sup> 2011 data includes facilities sold in August 2011 to American Industrial Partners.



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



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

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

It is not acceptable for any person lose his or her life while working for us. Unfortunately, we experienced two fatalities in 2012:

- On May 9, 2012, a contract employee died after being struck by an upending log as he was setting a choker.
- On June 15, 2012, a contract employee died after being struck by an object while a turn of logs was being yarded over steep and rocky ground.

Both incidents were reviewed by our senior management team and board of directors after thorough investigations. Lessons learned from the incidents were communicated to all employees and appropriate contractors, and the recommendations were implemented.

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RECORDKEEPING

Accurate reporting and recordkeeping provide a solid foundation for tracking and analyzing incident trends so we can implement effective safety processes and prevent injuries. We expect accurate recordkeeping, and we work diligently to ensure a high level of accuracy through recordkeeping audits and training. Our recordkeeping accuracy rate for 2012 was 95 percent, meeting our goal and above the average level found by OSHA inspections at companies across the United States (90 percent).

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RELATED LINKS

We recognize that an integral aspect of operating safety is a healthy workforce. To support employee health, we offer a variety of

health and wellness programs. [Learn more about our Health Connection programs.](#)

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## DIVERSITY AND INCLUSION

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

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

### OUR STRATEGIC DIVERSITY FRAMEWORK

We hold our leaders accountable for making progress against specific goals. As we emerge from the economic downturn in our industry, we are strengthening our efforts to recruit, develop and promote more diverse talent. Our strategic diversity framework guides their actions by focusing on five high-impact action areas:

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

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### SETTING ANNUAL GOALS

One of our 2020 sustainability commitments is to ensure that our workplace is diverse and inclusive. We set annual goals to recruit, hire and promote a diverse workforce. To measure our progress, we monitor our hiring and promotions using internal placement against opportunities metrics, attrition data and changes in our workforce representation throughout the year. In 2012, we examined workforce plans for each business and aligned our 2013 diversity efforts to areas of greatest need. Placements against opportunities and overall workforce representation continue to be important metrics.



### SUSTAINABILITY GOAL

DIVERSITY AND INCLUSION



2012 PROGRESS: BELOW

2020 GOAL  
We maintain or improve diversity representation in our workforce

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

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

In 2012, the representation of women and minorities in our workforce increased by 0.8 percent, which is within our annual target range. At the same time, our placement against opportunities rate was below our annual internal goal. This resulted in an overall "below" rating on our annual diversity and inclusion scorecard.

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

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### INCLUSION TRAINING FOR LEADERS

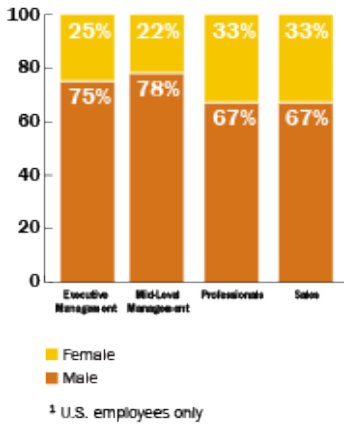
In early 2011, we rolled out an inclusive leadership training series for our leaders to help them boost their skills in building trust, expanding their circles of influence, ensuring equal opportunity for development and growth, and demonstrating commitment to diversity and inclusion. The training includes scenario discussions and role play opportunities in each of those areas, and emphasizes leadership accountability for role modeling inclusive behavior. At the end of 2012, all Weyerhaeuser leaders had completed at least one of these training modules. Additional modules have been developed to support continued training in this area.

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

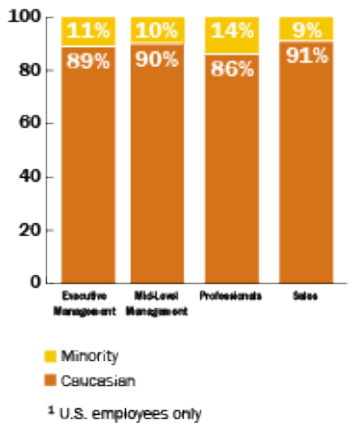


[▶ READ THE STORY](#)

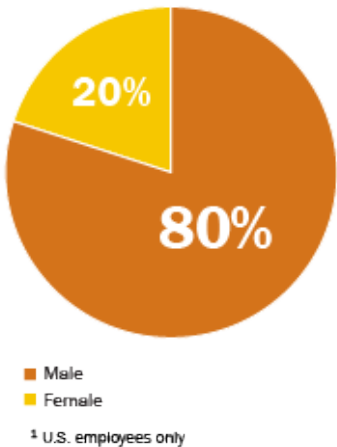
**JOB BREAKDOWN BY GENDER<sup>1</sup>**  
(as of December 2012)



**JOB BREAKDOWN  
BY DEMOGRAPHIC GROUP<sup>1</sup>**  
(as of December 2012)



**WORKFORCE REPRESENTATION  
BY GENDER<sup>1</sup>**  
(as of December 2012)



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## BUSINESS DIVERSITY NETWORKS

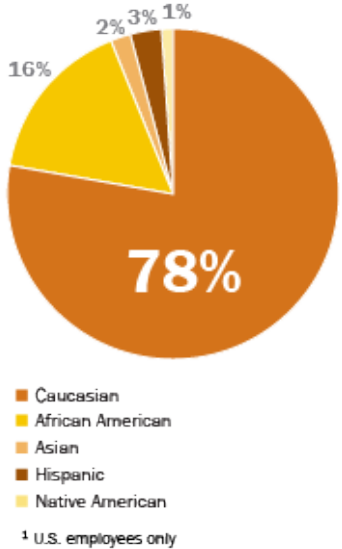
We have a range of business diversity networks, designed to give employees an opportunity to share experiences, gain exposure to other businesses, acquire mentors, partner across networks, and provide feedback to company leaders. Each group is led by employees, sponsored by members of the senior management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

- **Access** (for people touched by disability)
- **Colors** (LGBTQ Networking, Education and Support)
- **Generation Next** (geared toward employees under age 35)
- **HOLA** (Hispanics for Outstanding Leadership and Advancement)
- **Veterans** (support and encouragement for military veterans and family members)
- **WABN** (Weyerhaeuser Asian Business Network)
- **WBEA** (Weyerhaeuser Black Employee Alliance)
- **WIA** (Women in Action)

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## ANTI-DISCRIMINATION TOOLS AND PROGRAMS

**WORKFORCE REPRESENTATION  
BY DEMOGRAPHIC GROUP<sup>1</sup>**  
(as of December 2012)



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

- Affirmative action plans
- Veterans Outreach Program: Hire Americas Heroes and Blue Star Families
- Reporting tools for tracking progress against workforce representation goals by site, business unit, sector and total company
- Reporting tools for tracking progress against placement-against-opportunity goals by site, business unit, sector and total company
- Ongoing training on harassment prevention, affirmative action, and managing a diverse and inclusive workforce
- Risk mitigation assessments
- Applicant tracking tools and processes to measure diversity of our talent pools

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**ANTI-HARASSMENT POLICY**

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

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

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



## RELATED LINKS

[Read our 2012 Diversity Annual Report](#)

[Learn more about our diversity programs](#)

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

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TRAINING AND DEVELOPMENT

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

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

- Individual Development Plans ▼
- Leadership Development ▼
- Training Opportunities ▼
- Sustainability Training and Communication ▼



INDIVIDUAL DEVELOPMENT PLANS

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

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

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

Leaders are expected to:

- Identify development needs
- Provide input and insight to employees
- Foster a learning environment



- Monitor growth and direction
- Manage resources and cost
- Seek opportunities for development

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

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### LEADERSHIP DEVELOPMENT

As our aging workforce begins to retire, it's more critical than ever that we develop a strong bench of leaders who can deliver superior results for the company. In 2012, Weyerhaeuser's board of directors asked a subset of our top leaders to accelerate our ability to develop leaders by creating a strategic, disciplined and sustainable program to be rolled out in 2013.

The team moved quickly to assess our current programs, benchmark other companies, and implement a comprehensive strategy for developing Weyerhaeuser leaders who excel at:

- Shaping winning strategies
- Driving change
- Inspiring for execution
- Building partnerships
- Developing tomorrow's team
- Delivering results.

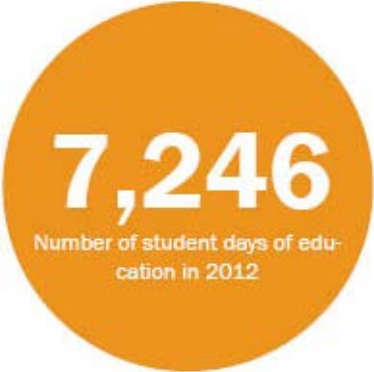
In November 2012, the team met with Weyerhaeuser's top 100 leaders to solicit feedback on the plan, make adjustments to the program, develop rollout materials, and begin implementation. Our senior management team reviews our progress against leadership development targets monthly. We rated ourselves "exceeds" for this category.

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### TRAINING OPPORTUNITIES

Nearly every employee at Weyerhaeuser receives some training each year. Opportunities vary by site and type of employee. For managers, we provide targeted training such as entry-level supervision, personal effectiveness and advanced leadership capability. Hourly employees





typically participate in one to two days of training per year, usually focused on safety, technical and operational skills.

In 2012, we delivered 35 enterprise-wide courses, 7 business or region-wide courses, and 121 online or virtual courses, resulting in:

- 7,246 student days of education
- 12,576 employees taking at least one classroom or online-based course

We offer online training modules on more than 60 topics regarding environment, health and safety. All employees participate in ethics training on a regular basis.

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

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## SUSTAINABILITY TRAINING & COMMUNICATION

As part of our 2020 sustainability goals, all employees are expected to complete sustainability training by the end of 2013. The objectives of the training are to help employees understand:

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

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

As of February 2013, 4,165 employees had completed the training.

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

- Revised our company vision document to include performance, people and planet language and made posters and banners available for facilities across the company.

Launched a new company vision and sustainability internal website with resources such as PowerPoint presentations, summary documents, sustainability commitments and metrics, awards and recognition, key message placemats and training.

- Reorganized our business and functional dashboards (documents that track critical annual performance metrics) to incorporate people, performance and planet targets, with particular emphasis on elevating visibility for planet goals.
- Used our quarterly video webcast employee forums to showcase how people from around the company are contributing to our performance, people and planet goals in their every-day jobs.
- Revamped our online internal news center to include a sustainability graphic for each story that demonstrates how the content connects to our sustainability strategy.
- Organized our YouTube website into performance, people and planet channels to demonstrate how our video content connects to our sustainability strategy.

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REWARDING RESULTS

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

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

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

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

EMPLOYEE COMPENSATION TIED TO PERFORMANCE

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

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

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

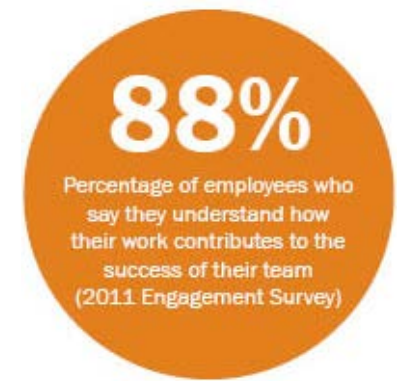


SUSTAINABILITY GOAL  
SUSTAINABILITY MEASUREMENT



2020 GOAL  
Our leaders include sustainability goals in their performance plans





#### RELATED LINKS

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

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

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EMPLOYEE ENGAGEMENT

We measure the overall effectiveness of our work environment every two years through our companywide employee engagement survey, which has seven main categories and 21 questions in total. In 2011, all employees were given the opportunity to complete this survey and our response rate was 88 percent. Our next survey is currently being conducted and the results will be shared in 2014.

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

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

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

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

The extent to which we succeed in improving our work environment is measured using the results of subsequent surveys. We also track retention as a key measure of engagement, which in 2012 was 94.2 percent in our North American operations (i.e. voluntary turnover was 5.8 percent).



SUSTAINABILITY GOAL  
EMPLOYEE ENGAGEMENT



2012 PROGRESS: ACHIEVES

2020 GOAL  
We strengthen and maintain high levels of employee engagement

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SOURCING TALENT

Our goal is to develop a diverse pool of talented leaders from within our company. Historically, we’ve filled a significant majority of our top leadership positions with internal candidates. However, as our workforce continues to age, we, like many companies, will need to recruit some talent from outside Weyerhaeuser to fill positions left open by retiring baby boomers.

OUR HIRING PROCESS

We follow a hiring policy that bases all employment decisions on consistent, job-related criteria. We clearly define job duties and qualifications for each open position and then monitor staffing decisions to ensure selection processes are free from bias. Our hiring process aligns with our employee relations policy, which values diversity, teamwork, effective leadership and personal accountability.

While our preference is to hire from within the company when possible, sometimes it is necessary to hire from outside the company. Many of our facilities are located in rural areas and rely heavily on the local work force for talent. Our practice is to search first in the communities where we operate, but we may also use other sourcing channels to identify candidates who fit the requirements of the role.

The proportion of expatriates we place outside of North America compared with the total global Weyerhaeuser employee population is less than one percent. We place expatriates in international assignments only when broader experience is required, when specialized expertise is not available in the host country, or for startup operations.



SUSTAINABILITY GOAL  
ATTRACT AND RETAIN TALENT



2012 PROGRESS: ACHIEVES

2020 GOAL  
We attract, retain and build talent to fill critical roles

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PAY AND BENEFITS

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

[Our Employment Package](#) ▼  
[About Employee Health Programs](#) ▼

OUR EMPLOYMENT PACKAGE

PAY

- Competitive base pay
- Incentive pay (Annual Incentive Plan, gainsharing)
- Special recognition programs (for outstanding team and individual achievements)

BENEFITS

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

HEALTH AND WELLNESS

- Worksite health and wellness programs and activities
- Companywide health and fitness challenges
- Weight loss assistance
- On-site health screenings
- Tobacco cessation assistance
- Employee and family assistance
- Online health-related tools and resources

WORK/LIFE BALANCE

- Paid vacation and holidays

SUSTAINABILITY GOAL  
COMPETITIVE PAY & BENEFITS



2012 PROGRESS: ACHIEVES

2020 GOAL  
Our pay & benefits are competitive and address workforce needs

SUSTAINABILITY GOAL  
EMPLOYEE HEALTH ENGAGEMENT



2012 PROGRESS: ACHIEVES

2020 GOAL  
We engage employees in managing health risk and cost

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

ABOUT EMPLOYEE HEALTH PROGRAMS

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

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

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

Each year, we run companywide health and fitness challenges that focus on establishing good exercise and eating habits, as well as other healthy behaviors, such as drinking enough water and getting enough sleep. Employees from all over the company participate in these challenges, and many form teams to boost accountability. In 2012, employee participation in these challenges increased more than 52 percent over 2011 participation.

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

Watch our internal health and fitness expert as he shares seven tips for better nutrition:





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#### RELATED LINKS

[Learn more about careers at Weyerhaeuser](#)

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

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EMPLOYMENT DATA

As of Dec. 31, 2012, Weyerhaeuser employed 13,246 people, primarily in the United States and Canada. This is an increase of about 4 percent over the previous year, due mainly to capacity coming back online in our Wood Products business. Our employees work in a variety of roles, from scientists, engineers, architects and financial specialists to forestry, trade and craft workers. Each individual plays an important part in delivering superior sustainable solutions for the world.

EMPLOYMENT STATISTICS (AS OF DEC. 31, 2012)

Total number of global employees	13,246
Average number of years with the company (North America)	14.7
Employees younger than 30 years (North America)	9.2%
Average age of employees (North America)	47.1
Percentage of employees in the United States and Canada	93.2%
Countries where we have employees	13
Employees represented by unions (North America)	28.3%

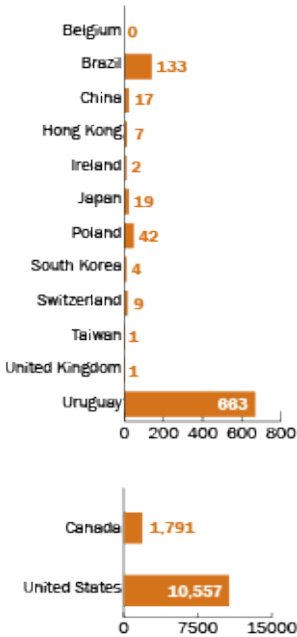
EMPLOYEE TURNOVER (2012)

Involuntary terminations in North America	4.7%
Voluntary terminations in North America (includes retirements)	5.8%
Overall North American employee turnover	10.5%

TURNOVER BY AGE GROUP IN NORTH AMERICA (2012)

Age Group	Turnover of females	Turnover of males	Turnover of females	Turnover of males
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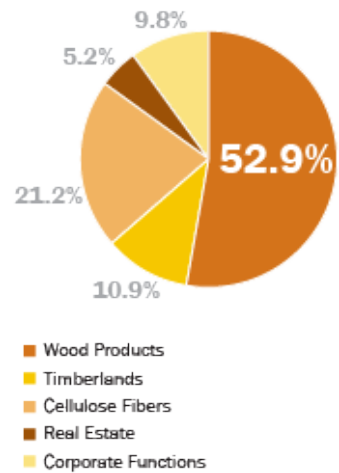
WEYERHAEUSER  
EMPLOYMENT BY COUNTRY  
AS OF DEC. 31, 2012



Total: 13,246

	(involuntary)	(involuntary)	(voluntary)	(voluntary)
< 30 years old	1.4%	1.1%	2.8%	1.8%
30-49 years old	2.6%	2.1%	1.8%	1.2%
50 and over	2.5%	2.4%	1.7%	1.3%
<b>TOTAL number of individuals who left the company</b>	155	542	152	421

PERCENTAGE OF NORTH AMERICAN EMPLOYEES IN EACH SEGMENT



JOB ELIMINATION NOTICE PERIOD

When involuntary terminations due to reduction in force are necessary, we attempt to ease the transition for employees by:

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

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EMPLOYEE REPRESENTATION

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

LABOR RELATIONS

Labor unions represent 28.3 percent of our employees. Our labor relations continue to be guided by principles jointly developed in 1994 with the union that represents a majority of the employees in our U.S.-based businesses. The principles are designed to foster cooperative relationships and employee empowerment.

Our company's labor principles allow North American employees the right to freely choose to organize and bargain collectively. We believe these rights are not at risk at any Weyerhaeuser operation.

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

LABOR PRINCIPLES

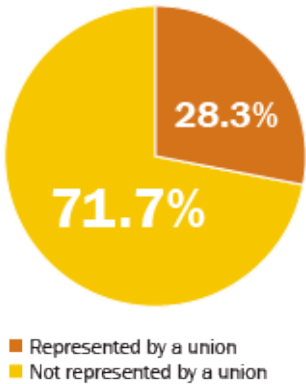
The principles that guide labor relations at Weyerhaeuser are to:

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

Union representatives play a significant role in safety and health. They participate in joint union-management safety committees and represent workers in joint investigations, coaching and counseling. We first introduced high-performance or total-quality work systems in the late 1970s. These systems are designed to increase employee participation in decisions that affect their jobs and to improve business performance. In our union and nonunion facilities,



EMPLOYEE REPRESENTATION  
(as of Dec. 31, 2011)



participative work systems are part of our business strategy and planning. At our facilities with high-performance work systems, process reliability is higher than at our traditionally managed facilities.

## ISSUE RESOLUTION

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

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

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HUMAN RIGHTS

Human rights are the basic standards of treatment to which all people are entitled worldwide, regardless of factors such as nationality, gender, race or economic status. Although we believe that we do not have major operations in countries or locations where human rights are at risk, we understand that any company operating in today’s global marketplace needs to ensure that policies and programs are in place to avoid human rights issues before even they become a risk.

- Our Program ▼
- Our Policy ▼

OUR PROGRAM

To supplement our existing Code of Ethics, which has been in place for more than 35 years, we adopted a Human Rights policy in 2008. Our cross-business human rights working group assesses and enhances our existing policy, practices, and programs. We track human rights concerns and report any major concerns to our board of directors.

In 2012, we performed an assessment of our human rights program using the Ruggie Framework and identified some due diligence items, including updating our human rights policy to address free, prior, and informed consultation with indigenous groups, improving our communication methods related to human rights concerns, and fully integrating our human rights policy and due diligence process into our different businesses and functions. We also rolled out supplier code of ethics training for procurement professionals – our employees most likely to intersect with human rights concerns.

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OUR POLICY

Our human rights policy is guided by the United Nations Universal Declaration of Human Rights and is embodied in our company values; our core policies including those for employee relations, ethics, health and safety risk management and the environment; and our processes and resources such as our Code of Ethics, [EthicsOnline](#) and EthicsLine at 800-716-3488.

Our policy respects and supports human rights and individual freedoms, including the



SUSTAINABILITY GOAL  
HUMAN RIGHTS



2012 PROGRESS: ACHIEVES

2020 GOAL  
We make our employees aware of our human rights policy

following:

- Health and Safety: It is a shared responsibility of everyone to protect health and well-being through the prevention of injury and illness.
- Fair Working Conditions: We adhere to employment laws in the jurisdictions where we operate, and in many cases exceed minimum standards. These include maximum hours of daily labor, rates of pay, minimum age, privacy, freedom from discrimination, and other fair working conditions. We do not employ nor do we support the use of child labor.
- Freedom of Engagement: We prohibit the use of chattel slaves, forced labor, bonded laborers or coerced prison labor.
- Freedom of Association: We respect the right of employees to freely choose to organize and bargain collectively, as stated in our labor principles. Managers also have the right to provide accurate and timely information to employees in an atmosphere free from coercion or manipulation.
- Relationships with Indigenous People: We respect indigenous cultures and legally recognized rights and status. We work cooperatively with governments, including those of indigenous communities. We make employment opportunities known to indigenous peoples in areas where we operate, and use and recognize their skills and knowledge. We recognize a duty to consult with indigenous peoples. Consultation is to be carried out by all parties in good faith. Whether or not agreement on all matters is possible, we strive for proactive collaboration and mutual understanding. In addition, 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 that address imbalances of power and capacity and provide for the fair, transparent resolution of disputes.
- Community Engagement: We work to strengthen the quality of life in communities where Weyerhaeuser has a presence. We also increase society's understanding of the importance and sustainability of forests. We communicate openly to build positive relationships with community leaders, employees and other stakeholders.
- Environmental Responsibility: We are responsible stewards of the environment wherever we do business. We practice sustainable forestry, set and meet goals to reduce pollution, conserve natural resources and energy, meet or exceed applicable laws, and continually improve our environmental performance.

Read our full human rights policy [here](#).

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## RELATED LINKS

[Learn more about our work related to the California Transparency in Supply Chains Act](#)

[Learn more about how we manage our suppliers](#)

[Read more about our relationships with indigenous people](#)

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COMMUNITIES

We are deeply connected to the communities where we operate through our businesses, our employees and the investments we make to help them thrive. Supporting our communities benefits everyone and helps ensure our company's long-term success. From rural to urban locations, we fund valuable programs, build important relationships, and contribute volunteer time and resources.

Caring for the communities where we have an operating presence is a key component of our sustainability strategy. We made our first charitable donation in 1903 and have provided more than \$215 million to our communities through our formal giving program, established in 1948.

Through the Weyerhaeuser [Giving Fund](#) we concentrate the majority of our funding in four focus areas, which are linked to our business strategies. They include:

- Affordable housing and shelter
- Education and youth development
- Environmental stewardship
- Human services, civic and cultural growth

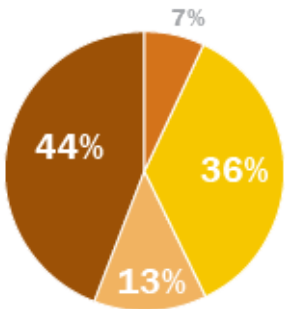
Our community investment strategy also supports our employee volunteer efforts, builds strategic partnerships, and provides other community assistance such as disaster relief.

Valuable information you will find in this section:

- [Apply for a grant](#)
- [Nominate a Weyerhaeuser Employee Volunteer of the Quarter](#)
- [Learn about how we invest in our communities](#)
- [Learn about our employee volunteer program and follow our WAVES Facebook Page](#)



2012 GIVING FUND  
FOCUS AREAS  
(actual distribution)



- Affordable Housing and Shelter
- Education and Youth Development
- Environmental Stewardship
- Human Services, Civic and Cultural Growth

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EMPLOYEE INVOLVEMENT

Our employees tell us they feel more energized and fulfilled when they spend time volunteering in their communities. In countless ways, they generously offer their skills, compassion and dedication to improve the world we live in. They are at the heart of our community engagement program and we are proud to support their efforts.

Our employees:

- Serve on local [Giving Fund](#) advisory committees to ensure our charitable dollars have a direct impact and meet the unique needs of their communities.
- Link their volunteer efforts with our formal giving program, making company contributions go further.
- Help secure company grant money for the nonprofits and other organizations they serve through our WAVES program.
- Take time to assist communities through the [Disaster Relief Employee Volunteer Program](#).
- Collect and donate diapers through our annual companywide [Operation Diaper Drive](#).



[WAVES Program](#) ▼  
[Disaster Relief and Response](#) ▼  
[Employee Volunteer of the Quarter](#) ▼

OUR WAVES MAKE QUITE A SPLASH

From individual mentoring to building houses together, our employees are enthusiastic volunteers. We encourage and support their causes through our Weyerhaeuser Active Volunteer Employees program, also known as WAVES, honoring time for both team-based projects and individual service.

Sponsored by our Giving Fund, individuals or teams can apply for WAVES grants to support a broad range of social, environmental and economic organizations that employees volunteer for in their communities. This combination of funding and employee volunteerism strengthens local nonprofit and civic programs, helping to make them even more sustainable.



CLICK HERE TO JOIN US ON

facebook

In 2012, 1,357 of our employees completed more than 164 service projects and contributed more than 31,820 volunteer hours through our WAVES program. As a result of their efforts, our Giving Fund awarded 164 WAVES grants of \$1,000 to \$5,000 to the organizations where they volunteered. Our employees were joined by retirees, family, and friends for many of these projects.

	2009	2010	2011	2012
Employee Volunteers	961	1,318	1,366	1,357
Employee Volunteer Hours	10,174	16,970	21,660	31,820
WAVES Projects	76	113	134	164
WAVES Grants Provided	89	113	135	164
Dollars Donated through WAVES Grants	\$139,000	\$254,000	\$302,000	\$311,000

Be sure to follow our WAVES activities on [Facebook](#).

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## DISASTER RELIEF AND RESPONSE

Meeting basic needs becomes even more urgent when dealing with the aftermath of a natural disaster. Through the years we have responded by donating time, skills, cash and building products to help affected families and communities. Additionally, through our Disaster Relief Employee Volunteer Program, employees may 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. In 2010, we made a commitment to assist with the rebuilding efforts in Haiti after the devastating hurricane. In 2012 and early 2013, 29 of our employees, along with 10 family members, traveled to Haiti to build homes. Learn more about our original financial commitment and rebuilding efforts on this [blog post](#).

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### EMPLOYEE VOLUNTEER OF THE QUARTER AWARD

Each quarter, we award a special recognition to a Weyerhaeuser employee or team for their volunteer efforts and outstanding community service. We are fortunate to have so many employees who share their time and talents to help improve their communities. This award recognizes the best in Weyerhaeuser spirit while encouraging volunteerism and civic participation. Anyone can nominate a Weyerhaeuser employee volunteer by filling out and submitting [this nomination form](#).

This is a competitive process. Please be sure your "story" is compelling and tells the selection committee why this person stands out. Remember, the selection committee could be hearing about your nominee, and his or her volunteer activities, for the first time. Here are some helpful things to consider:

- How does this person's volunteer work benefit your local community?
- Does this person take initiative? Is he or she innovative and creative in problem solving or finding solutions?
- How does he or she inspire others?
- Does he or she demonstrate selflessness and commitment to the project, program and to the community?
- Is he or she committed for the long term?
- All nominees must be active Weyerhaeuser employees.

Award recipients are announced at our quarterly companywide employee forums and a \$1,000 WAVES grant is awarded to the nonprofit, school or civic organization of the recipient's choice.

SUSTAINABILITY IN ACTION



**MORE THAN HOUSES**  
Weyerhaeuser volunteers get back as much as they give in Haiti

▶ READ THE STORY

SUSTAINABILITY IN ACTION



**LITTLE REWARD**  
Pardee Homes employee is devoted to his community in a big way

▶ READ THE STORY

OUR 2012 VOLUNTEERS OF THE QUARTER

Third Quarter 2012:

Dave Little, director, Corporate Finance, Pardee Homes , Los Angeles, CA

Dave is a reserve deputy sheriff with the Los Angeles County Sheriff's Department and a sworn peace officer assigned to the San Dimas Mountain Rescue Team. In 2011 alone, he gave SDMRT more than 700 volunteer hours and participated in many of the team's 60 search-and-rescue operations. In 2008, Little and his wife Marissa also partnered with the YMCA of Greater Long Beach to develop and run a nonprofit summer-camp program — called Our Own Family Camp — for families, like Dave and Marissa's, who have a child with Down syndrome. They both give countless hours to this camp and to the families.

Fourth Quarter 2012:

Russell Petrie, shift supervisor for Engineered Lumber Products, Annacis Island, B.C.

Russell's volunteer activities include raising awareness and educating others on the importance of donating blood. He has donated blood since the age of 18 and, in July of 2011, cruised through his 100th visit to a blood donation center. In addition, he serves as a Big Brother to three Vancouver-area youngsters, is a long-time volunteer with the Campbell Valley Equestrian Society, and coordinates the Parallam plant's United Way campaign

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RELATED LINKS

[Join our Facebook Community](#)

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SUSTAINABILITY IN ACTION



**BLOOD, SWEAT, NO TEARS**  
Some employees are all heart.  
Russell Petrie is all vein.

▶ **READ THE STORY**



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COMMUNITY INVESTMENT

Our investment in our communities is directly tied to where we have the most impact -- where our employees work and live and where we own and manage our forest lands.

We believe that our employees are the best connections to our communities. They serve on advisory boards to help direct our giving to a variety of causes and groups in their local communities.

HOW WE INVEST

We invest in our communities through multiple channels.

First, the majority of our philanthropy is directed through our [Giving Fund](#), which supports programs and organizations in our operating communities across North America to advance education and learning, sustain our communities, and nurture quality of life.

Through our Giving Fund, we:

- Contribute cash contributions to community organizations through a local grant-making process. In 2012, we contributed \$2.1 million to local organizations.
- Support employee volunteers and their causes through our [WAVES program](#), including approximately \$71K in paid employee volunteer time.
- Sponsor our annual [Operation Diaper Drive](#), a companywide initiative formed in partnership with World Vision.
- Provide disaster-relief funding (and [volunteer support](#) through our employee involvement program).

Second, our businesses provide direct support to our communities and help advance key strategic or business priorities. In 2012, our businesses contributed \$913 thousand in charitable donations and sponsorships and more than \$238 thousand of in-kind donations. Our Corporate Headquarters region also has an annual [seedling donations program](#).

Finally, we invest in research and partnerships that create new products and improve best management practices, ensuring that our industry and our company are at the forefront of new science and discoveries. In 2012, we contributed \$649 thousand to various research projects and partnerships.

All of these efforts, combined with the cost of supporting and managing our community investment program, add up to a total giving of \$4.3 million in 2012.

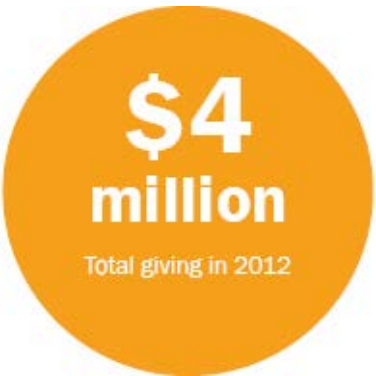


SUSTAINABILITY GOAL  
PHILANTHROPIC GIVING



2012 PROGRESS: ACHIEVES

2020 GOAL  
Majority of our giving is directed to communities where we operate



SUSTAINABILITY IN ACTION



**BLACK ROCK FRIENDS**  
Mutual support makes tree farm and town good neighbors

▶ READ THE STORY

SUSTAINABILITY IN ACTION



**FEETS OF STRENGTH**  
Weyerhaeuser team helps March of Dimes help babies

▶ READ THE STORY

MEASURING OUR GIVING

In 2012, we began tracking and reporting our giving information based on the [LBG Corporate Citizenship model](#). By applying the LBG model, we are able to assess and report our total community investment.

**How we give:** First, we categorize our giving by the type of contribution we make: whether it was made in cash, donated in-kind or through our employees volunteering on paid time, or as a cost of running our community investment program.

**Why we give:** Next, we calculate the distribution of our giving among three different motivations: charitable donations, community investments, and commercial investments.

Since this is our first year tracking our giving data based on this model, we are only reporting giving data for 2012. In future years, we will be able to show giving trends over time.

2012 GIVING	
Millions of dollars (US)	
How We Give	
Cash Contributions	\$3.7

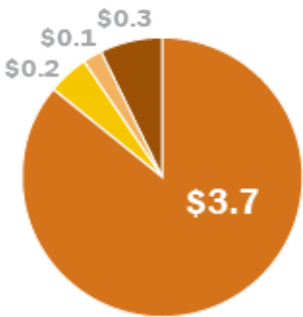
In-Kind Giving	\$0.2
Employee Time <sup>1</sup>	\$0.1
Management Overhead	\$0.3
<b>Total Giving</b>	<b>\$4.3</b>

Why We Give

Charitable Donations	69%
Community Investments	17%
Commercial Investments	14%

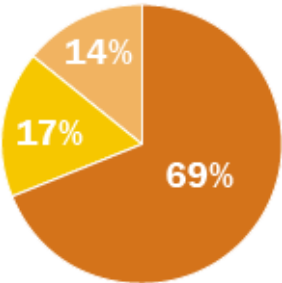
1. Our current tracking system does not distinguish volunteer time done on paid or unpaid time. We know, however, that many of our employees volunteer on paid time -- and we encourage them to, when appropriate. Thus, our employee time value is a conservative estimate based on the patterns of employee volunteering.

HOW WE GIVE  
(in millions of dollars)



- Cash Contributions
- In-Kind Giving
- Employee Time
- Management Overhead

WHY WE GIVE



- Charitable Donations
- Community Investments
- Commercial Investments

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    - Diaper Drive
    - Seedling Donations
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WEYERHAEUSER GIVING FUND

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 to support their particular community, within the four focus areas described below. This provides flexibility for giving across our different communities, but stays within a strong companywide framework.

NATIONAL AND INTERNATIONAL GRANTMAKING

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

- Focus Areas ▼
- Where We Give ▼
- Eligibility ▼
- How to Apply ▼
- Contact Us ▼

FOCUS AREAS

Funding priorities within our four focus areas vary in each of our communities — some consider a variety of priorities within this framework, and some, such as in our Corporate Headquarters area, have a limited or singular funding priority.

Although it is not a requirement, before you apply for funding we encourage you to contact the Weyerhaeuser Giving Fund advisor at your local Weyerhaeuser facility to determine interest in considering your proposal.

FOCUS AREAS

AFFORDABLE HOUSING AND SHELTER

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

EDUCATION AND YOUTH DEVELOPMENT

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

ENVIRONMENTAL STEWARDSHIP

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

HUMAN SERVICES, CIVIC & CULTURAL GROWTH

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

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WHERE WE GIVE

Our giving is limited to areas where we have a significant presence, where at least 50 of our employees work and live and/or where we own or manage forest land in key operating states in the United States. If your community is not listed here, we regret we cannot consider support at this time.

Our five homebuilding subsidiaries, each with their own brands and local marketing strategies, are included in our giving program. Direct links to the companies are provided for their respective areas.

UNITED STATES

ALABAMA\*

Millport

ARIZONA

Phoenix

Scottsdale - [Maracay Homes](#)

ARKANSAS\*

DeQueen

Dierks

Emerson

Magnolia

Hot Springs

IDAHO

Boise

LOUISIANA\*

Dodson

Holden

Natchitoches

Ruston

Simsboro/Arcadia

Taylor

Zwolle

MARYLAND

OKLAHOMA

*Timberland State*

Idabel

OREGON\*

Lane County

Linn County (Albany, Lebanon, Sweet Home)

TEXAS\*

Houston ([Trendmaker Homes](#))

VIRGINIA

Little Rock

**CALIFORNIA**

Fontana

Fresno

Long Beach

Sacramento

Stockton

Los Angeles & Ventura Counties ([Pardee Homes](#))

Inland Empire ([Pardee Homes](#))

San Diego ([Pardee Homes](#))

**COLORADO**

Denver

Henderson

**GEORGIA**

Flint River/Oglethorpe

Port Wentworth

Bethesda ([Winchester Homes](#))

**MICHIGAN**

Grayling

**MISSISSIPPI\***

Bruce

Columbus

McComb

Philadelphia

**NEVADA**

Las Vegas ([Pardee Homes](#))

**NORTH CAROLINA\***

Ayden

Charlotte

Elkin

New Bern

Plymouth

Fairfax ([Winchester Homes](#))

**WASHINGTON DC**

**WASHINGTON STATE\***

Bellevue ([Quadrant Homes](#))

Centralia/Chehalis

Cosmopolis

Longview

Olympia

PeEll

Raymond

Rainier

Federal Way, Tacoma and Seattle area -  
by invitation only

**WEST VIRGINIA**

Buckhannon

Sutton

**CANADA**

**ALBERTA**

Drayton Valley

Edson

Grand Prairie

**BRITISH COLUMBIA**

Princeton

**ONTARIO**

Kenora

**SASKATCHEWAN**

Hudson Bay

\* In addition to the communities listed above, in states where we manage forestlands (marked with an asterisk), we selectively support social and business initiatives of interest to Weyerhaeuser that have a regional or statewide impact beyond a specific operating community.

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**ELIGIBILITY**

In considering requests for support, preference is given to projects and programs that meet the following:

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



- Provide a significant and measurable impact on quality of life.

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

- Serve a community within a 50-mile/80-kilometer radius of a major Weyerhaeuser facility with 50 or more employees in the U.S. or Canada; or
- Support a state-wide issue of interest to Weyerhaeuser in U.S. key states of Alabama, Arkansas, Louisiana, Mississippi, North Carolina, Oklahoma, Oregon or Washington.

**BY INVITATION ONLY:**

- Support to organizations near our Corporate Headquarters communities (Federal Way, Tacoma, Seattle)
- Selected, high-priority national or international initiatives directly related to the sustainability and importance of working forests.

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

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

**OUR GRANTMAKING PROGRAM DOES NOT FUND:**

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

## HOW TO APPLY

- **Application Deadline: August 1.** We recommend you apply well before this application deadline, if at all possible.
- **Application Review Process:** Your online application will be acknowledged immediately and forwarded to your local Giving Fund Advisory Committee for review. The Advisory Committee will make a funding recommendation that will be reviewed and approved by administrators of the Weyerhaeuser Giving Fund. Applications are generally reviewed on an ongoing basis, throughout the year. In some cases, an Advisory Committee may not provide a funding recommendation until later in the fall after all opportunities to support their community have been considered.
- **Grant Amount:** Grants vary in scale in relationship to our presence in the community and the philanthropic budget available for the year. The minimum grant awarded is \$1,000.
- **Grant Notification:** The majority of our communications with you will be through e-mail. To ensure you receive our e-mails, add weyerhaeuser.com to your list of contacts or check your junk-mail regularly. Use your e-mail program's function to mark the e-mail as "not junk" so our e-mails are received in your inbox. We generally communicate our funding decision within 6 - 8 weeks AFTER we receive a recommendation to fund your request from your local Advisory Committee. Grants are provided through direct deposit, and successful grant applicants will be asked to provide banking information to accomplish this. The entire process from submitting your grant application to receiving a decision may take several months. Many of our committees wait until after the August 1 deadline has passed to prioritize and finalize their grant recommendations. This means you may not hear from us until late in the year. We regret we cannot fund all applications we receive and the majority of our grant declines are sent very late in the year.

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[Begin a new Application](#) 📄

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

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

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## BEGIN A NEW APPLICATION

- Step 1:** Before you begin, please review our [Focus Areas](#) and [Eligibility](#) requirements.
- Step 2:** Funding priorities vary in each Weyerhaeuser community. Before submitting a grant application we encourage you to contact the Weyerhaeuser Giving Fund advisor at [your local Weyerhaeuser facility](#) to determine if the committee has an interest in considering your proposal.
- **HEADQUARTERS-AREA GRANTS, PLEASE NOTE:** Grants serving communities in the Seattle/Tacoma/Federal Way, Washington, area will be considered by invitation only. We proactively identify specific funding opportunities and do not accept unsolicited applications. However, this does not apply to organizations that align with the priorities of the Giving Fund Committee represented by Quadrant Homes, located in Bellevue, Washington. Please feel free to [contact us](#) if you would like more information.
  - **NATIONAL GRANTS, PLEASE NOTE:** Grants for a national project directly related to the sustainability and importance of working forests are considered by invitation only.
- Step 3:** Gather the following information essential to completing the application:
1. The organization's Tax ID or Canada Revenue Agency Number
  2. Contact Information

3. Detailed information about the organization
4. Detailed information about the request you are asking us to fund
5. Financial information related to the organization and the project you are asking us to fund

**Step 4:** Use the appropriate link below to start a new grant application. Apply anytime, but no later than August 1.

**U.S. applicants:**

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

**Canadian applicants:**

- Charities registered with Canada Revenue Agency and provincial nonprofit societies – [apply here](#)
- Public schools and government/municipal agencies – [apply here](#)

**TIPS FOR SAVING AND ACCESSING YOUR ONLINE APPLICATION:**

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

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# CONTACT US

## UNITED STATES

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

## CANADA

- [canadian.grants@weyerhaeuser.com](mailto:canadian.grants@weyerhaeuser.com)

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OPERATION DIAPER DRIVE

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. Annually, our employee volunteers collect and distribute hundreds of thousands of diapers for struggling families in communities across North America through our signature Operation Diaper Drive program.

PARTNERING WITH WORLD VISION AND OTHERS

We've teamed up with World Vision, a humanitarian non-profit based in Federal Way, Wash., and other local non-profits to collect and distribute diapers to serve this important need. It's a natural fit for Weyerhaeuser, since many diapers worldwide are made with the fluff pulp produced by our Cellulose Fibers business. It's a great fit for World Vision and the other non-profits we work too, because they have deep relationships with organizations serving clientele with basic needs. They also have distribution networks to help with delivery.

Our employees enthusiastically embrace this cause. In March 2013, they increased their total giving from the previous year by 54 percent. With an additional \$25,000 gift from the Giving Fund, nearly three quarters of a million diapers were distributed to families throughout North America in 2013 thanks to the generosity of our people and expert support from our partners.



	2012	2013
# Diapers Donated	352,423	570,464
Cash Donations	\$12,124 (= 56,983 diapers)	\$12,749 (= 59,920 diapers)
Giving Fund Donation	N/A	\$25,000 (= 117,500 diapers)

YOU CAN HELP

Our next Operation Diaper Drive will be in the spring of 2014, so stay tuned for more information about how you can join us. In the meantime, consider donating diapers the next time you give to your local Food Bank or other community service organization.

Watch this video to learn more about the impact our program is having for those in need.

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

**IF YOU COULD AFFORD ONLY ONE...**

Would you buy groceries, pay an electric bill, or buy diapers for your baby?

In the last three years, 5.9 million American babies were born into poor or low-income families, and many parents today face difficult decisions about providing basic needs such as diapers.

**A CRYING NEED**

- Safety net programs like Food Stamps or WIC do not cover the cost of diapers.
- Most laundromats and day care centers do not accept cloth diapers.
- Disposable diapers cost up to \$150 per month per baby.

**THE BOTTOM LINE**

- Infants require about 12 diapers per day; toddlers need about eight.
- Disposable diapers are one of the most requested items in food banks and shelters.
- Babies kept in wet, dirty diapers for long periods of time are more likely to experience irritation and discomfort, which leads them to cry more and suffer from worse diaper rash. This can put them at higher risk for abuse.

**RELATED LINKS**



Diapers are just one use of fluff pulp. [Learn more about our cellulose fibers.](#)  
Visit our Facebook page about [Weyerhaeuser Active Volunteer Employees.](#)  
[Learn more about World Vision.](#)

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EDUCATION AND OUTREACH

We believe that hands-on, community-based environmental education and outreach is essential to help people understand issues and make informed choices. In addition to the information provided in the sustainable forestry section of this website, we also support forestry education through our two learning centers: [Cool Springs Environmental Education Center](#) in North Carolina and the [Forest Learning Center](#) on Mount St. Helens in Washington.

We also offer a [Teachers on Summer Assignment program](#) in North Carolina, which allows K-12 teachers to gain first-hand knowledge of environmental issues and to experience real-world applications of concepts they teach in the classroom.

Our education efforts don't stop there. We are a longtime supporter of the Project Learning Tree® environmental education program, an award winning, multi-disciplinary environmental education program for educators and students from pre K to grade 12. Project Learning Tree is one of the most widely used environmental education programs in the United States and abroad, and it continues to set the standard for environmental education excellence.

And, finally, at our corporate headquarters in Federal Way, Wash., we invite visitors to learn more about the beauty of our natural environment through art and nature:

- The [Pacific Rim Bonsai Collection](#) features outstanding bonsai trees from Pacific Rim nations. First opened in 1989, in conjunction with the Washington State centennial celebration, this unique collection is open year-round.
- The [Rhododendron Species Botanical Garden](#) displays more than 600 rhododendron species on 22 acres. Open year-round, the garden is owned and operated by the Rhododendron Species Foundation, a non-profit organization dedicated to the conservation, public display, and distribution of rhododendron species.
- We also have a treasured [art collection](#), themed The Art of Landscape, Paper, and Wood and featuring such masterpieces as the 70-ton "Guardian Rock" which welcomes visitors to our headquarters.



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    - Photo Gallery
    - Trip Planning and Directions
    - Useful Links
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COOL SPRINGS ENVIRONMENTAL EDUCATION CENTER

Our Cool Springs Environmental Education Center provides a real-world, hands-on learning opportunity of forestry, ecology and environmental issues. This outdoor classroom is located on 1,700 acres of forestland along the Neuse River, about six miles from New Bern, North Carolina.

Weyerhaeuser began operating in North Carolina in 1957 and we continue to play an active part in the area’s economy and environment. In addition to Cool Springs, we operate cellulose fiber and wood products mills and manage more than 500,000 acres of timberland in North Carolina. Cool Springs is actively managed as a working forest to demonstrate forestry practices, while maintaining and enhancing wildlife habitat, air quality, water quality, as well as aesthetic, recreational and historical values.

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

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

Contact us:

Find us on [FACEBOOK!](#)  
[info@coolsprings.org](mailto:info@coolsprings.org)  
252-514-3533  
945 Cool Springs Road, Ernul, NC 28527



COOL SPRINGS  
Environmental  
Education Center  
a decade of service  
 Weyerhaeuser

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FOREST LEARNING CENTER AT MOUNT ST. HELENS

The Forest Learning Center, located on Mount St. Helens, is located just inside the blast zones of one of the most powerful volcanic eruptions in North America. The center helps tell the unique story of the return of the forests on Mount St. Helens after the 1980 eruption and provides other fabulous resources for learning about forestry practices and how trees grow. The center is a partnership between Weyerhaeuser, Washington State Department of Transportation, and the Rocky Mountain Elk Foundation.



BRINGING THE FORESTS BACK

Within months of the 1980 eruption of Mount St. Helens, Weyerhaeuser began planting 18 million seedlings in the aftermath. Today, those trees stand over 70-feet tall. They are growing so densely that thinning is needed to ensure the heartiest have the sunlight, nutrients and space needed to grow to maturity.

To celebrate the return of the forests at Mount St. Helens, Weyerhaeuser operates the Charles W. Bingham Forest Learning Center at Mt. St. Helens. The learning center is open to the public with convenient [operating hours](#) and is recognized as a unique learning experience for visitors of all ages. Admission is free.

To celebrate the return of the forests at Mount St. Helens, and commemorate the 25th anniversary in 2005, the Weyerhaeuser Company Foundation provided a \$1 million dollar grant to to Habitat for Humanity, as well as lumber, including some from trees planted at Mount St. Helens after the eruption. These donations, along with teams of Weyerhaeuser volunteers, helped build homes for 25 families in 18 states and provinces across the United States and Canada. See the impression this donation to Habitat for Humanity had on Former President Jimmy Carter, in [56k and below](#) or [broadband](#). (You might need a [free media player](#) to watch these .wmv files.)

VISIT THE FOREST LEARNING CENTER

We welcome you to visit the Forest Learning Center and experience this unique story through exhibits, views, trails and a playground the entire family will enjoy!

The facility is open to the public from mid-May to October free of charge. Please see our operating schedule for complete details.

During a visit, you can:

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

## LEARN MORE

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

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

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TEACHERS ON SUMMER ASSIGNMENT

The Teacher on Summer Assignment program (TOSA) is a paid summer professional development opportunity designed to provide K-12 teachers first-hand knowledge of environmental issues. Annually, 2-4 teachers participate in the program and work on a variety of projects, including air quality, chemical management, environmental policy, forest stewardship, recycling, reptile and amphibian research, and water quality.

The six-week assignments are conducted at various Weyerhaeuser timberlands and manufacturing facilities in eastern North Carolina, including our Cool Springs Environmental Learning Center. Teachers are paid on an hourly basis and also earn Continuing Education Units (CEUs). Lodging stipends are available for non-local, in-state teachers.

Program requirements  
How to apply



PROGRAM REQUIREMENTS

Teachers are expected to:

- Be available to work for the full 6-week time frame
- Work in a business environment
- Do useful, valued work
- Create a lesson, activity or curriculum piece for your classroom (aligned with state standards)
- Attend all scheduled workshops (CEUs available)
- Make a presentation to a Weyerhaeuser Work Team
- Be accountable and work in a safe manner

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HOW TO APPLY

Applications are accepted each spring (usually due in early May). Full application details for the 2014 season will be posted in early 2014. In the meantime, please contact us for additional information.





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## STAKEHOLDERS

The way we engage with our stakeholders varies according to the nature of the relationship. There is, however, at least one quality common to each of these relationships: we listen and are open to change so we can strengthen our performance. We welcome stakeholder [feedback](#) on our transparency and our sustainability strategy and performance.

- Public Information and Media Core Policy ▼
- Stakeholder Engagement ▼
- Engagement with NGOs ▼
- Stakeholder Inquiries ▼

## PUBLIC INFORMATION AND MEDIA CORE POLICY

It is our core policy that we will communicate openly with the public, the media and the community. This policy intends to ensure that all company statements accurately reflect our company policies; reflect alignment across businesses and regions; be legal, ethical and accurate; and not contain proprietary information or information that would qualify as selective disclosure.

All our communications activities are guided by this core policy, including advertising, news releases, responses to media, responses to questions from lawmakers and government agencies, publications, intracompany communications, and corporate identity.

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## STAKEHOLDER ENGAGEMENT

We group our stakeholder engagement into three categories – performance, people and planet – and describe our goals and objectives and current engagement with each group in the table below.

PERFORMANCE	
Goals/Objectives	Current Engagement

SUSTAINABILITY GOAL

STAKEHOLDER ENGAGEMENT



2012 PROGRESS: ACHIEVES

2020 GOAL

We improve our stakeholder engagement processes

SUSTAINABILITY GOAL

TRANSPARENT COMMUNICATION



2012 PROGRESS: ACHIEVES

2020 GOAL

We work to increase transparent communication with stakeholders

<b>Customers</b> <ul style="list-style-type: none"><li>• B-to-B customers</li><li>• End-user consumers</li></ul>	Customers choose our products and services because they believe we are reliable, sustainable, trustworthy and innovative.	<ul style="list-style-type: none"><li>• Forums at which customers learn about and discuss Weyerhaeuser forestry, fiber sourcing and environmental practices</li><li>• Field trips to company forestlands and operations to provide firsthand inspection of those practices</li><li>• At customer request, advice on the development of procurement policies and supplier-qualification processes that encourage sustainable forestry</li><li>• Responses to customer surveys and other inquiries regarding our environmental performance</li><li>• Day-to-day contact through sales and marketing personnel</li></ul>
<b>Investors</b> <ul style="list-style-type: none"><li>• Institutional investors</li><li>• Analysts</li><li>• Shareholders</li><li>• Sustainability Indices</li></ul>	Investors believe we are a world-class, top-performing investment that generates high value from our assets in reliable and innovative ways.	<ul style="list-style-type: none"><li>• Face-to-face visits with our executives</li><li>• Regular two-way discussions with institutional shareholders</li><li>• Annual investor meeting and periodic investment presentations available via webcast</li><li>• Earnings conferences that are webcast and available on our website</li><li>• An investor website, annual investor guide and readable 10-K</li><li>• In-depth education about the company and industry</li><li>• Financial media outreach to help tell our company story to investors and industry analysts</li></ul>
<b>Suppliers</b> <ul style="list-style-type: none"><li>• Fiber suppliers</li><li>• Other suppliers</li></ul>	Suppliers provide materials in alignment with our visions & values that support our business objectives & sustainability goals.	<ul style="list-style-type: none"><li>• Outreach efforts to promote sustainable forestry practices among owners of small forests that supply our mills.</li></ul>
<b>Policymakers</b> <ul style="list-style-type: none"><li>• Federal</li><li>• State</li><li>• Local</li><li>• Legislative</li><li>• Regulatory</li></ul>	Policymakers give us a seat at the table because they understand our business and believe we are ethical, rational experts.	<ul style="list-style-type: none"><li>• Direct advocacy engagement by employees with policymakers</li><li>• Membership in trade associations and issue coalitions</li><li>• Legal and ethical campaign contributions</li><li>• Grassroots letter writing campaigns</li></ul>

- Service on governmental advisory committees

PEOPLE

	Goals/Objectives	Current Engagement
<b>Employees</b> <ul style="list-style-type: none"><li>• Extended Leadership Team</li><li>• Salaried Workforce</li><li>• Hourly Workforce</li><li>• Unions</li><li>• Contractors</li><li>• Retirees</li><li>• Potential Recruits</li></ul>	Employees are motivated to reach their fullest potential and get results because they believe in our vision for the future and understand their part in taking us there.	<ul style="list-style-type: none"><li>• Quarterly forums involving employees and company leaders, including the CEO, with webcast viewing for distant facilities and regular question-and-answer sessions</li><li>• An internal companywide news website that features daily updates, videos, interactive polls and reader comments</li><li>• A "Says you!" section of our online news center where employees can share opinions and observations about current events internal and external to the company</li><li>• Regular internal newsletters distributed to employees within business and functional groups</li><li>• A comprehensive employees engagement survey measuring key indicators of employee satisfaction</li><li>• A number of internal blogs written by senior leaders and subject matter experts</li><li>• Employee volunteerism supports engagement and retention</li><li>• Retiree section of www.wy.com with current information about benefits, plus regular mailings.</li><li>• Annual 20-Year Club event where current and past company veterans can socialize with each other and learn about the state of the company</li><li>• Employment brand and recruiting activities to attract and retain critical talent</li></ul>
<b>Communities</b> <ul style="list-style-type: none"><li>• Where we operate</li><li>• National</li><li>• International</li></ul>	Communities trust us to be responsible corporate citizens and are strong advocates for our company.	<ul style="list-style-type: none"><li>• Cooperation with federal, state and local elected and appointed government officials and community leaders on company issues that affect the community</li><li>• Public consultation processes in Canada</li></ul>

- and community advisory panels in the United States
- Dialogue with individuals who voice concerns about how our operations affect them
- Philanthropic contributions and employee volunteerism
- Tours in some locations and learning centers in others providing opportunities to learn about sustainable forestry, manufacturing and housing
- Engagement with First Nations in Canada
- Local media outreach to help tell our company story to community stakeholders

PLANET

	Goals/Objectives	Current Engagement
<u>Non-governmental Organizations</u> <ul style="list-style-type: none"><li>• Environmental Groups</li></ul>	NGOs believe we are ethical, credible partners and seek to jointly develop sustainable solutions with us.	<ul style="list-style-type: none"><li>• One-on-one dialogue</li><li>• Partnerships to conduct wildlife, biodiversity and other environmental research</li><li>• Community consultation</li><li>• Support for organizations that promote sustainable business practices</li><li>• Participation in local, regional, national and global forums with multiple stakeholders</li><li>• Engagement in public policy development</li></ul>
<b>Academia</b> <ul style="list-style-type: none"><li>• Universities</li><li>• Government research labs</li></ul>	Academia is conducting research that advances & lends credibility to our business opportunities while also developing qualified potential future employees.	<ul style="list-style-type: none"><li>• Cooperative research with select universities (forestry, sustainability, innovation)</li><li>• Cooperative research with governmental research labs such as Forest Products lab and Department of Energy research labs</li><li>• National Council on Air and Stream Improvement (NCASI)</li><li>• Peer-reviewed papers published in journals</li><li>• Proprietary research kept confidential</li></ul>

## ENGAGEMENT WITH NGOS

We engage with a variety of non-governmental organizations. Through this engagement we believe we can jointly develop sustainable solutions. In 2012, the groups with which we engaged included:

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

## STAKEHOLDER INQUIRIES

We track all requests for information and issues customers and other stakeholders care about. In 2012, customer and stakeholder interest in the company's practices focused primarily on environmental practices, including:

- Carbon footprint
- Green building

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

In addition to the inquires related to our environmental practices, we receive inquires through our EthicsLine, our annual shareholder meeting, and the numerous "Contact Us" sections of our website.

We respond to these inquiries by providing easy access to our online sustainability report, by responding directly to written letters and emails, and/or engaging directly with stakeholders on topics of concern. We welcome these opportunities to answer customer and stakeholder questions about our practices, to share information about the company, and to improve our practices and products.

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## INDIGENOUS PEOPLE

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

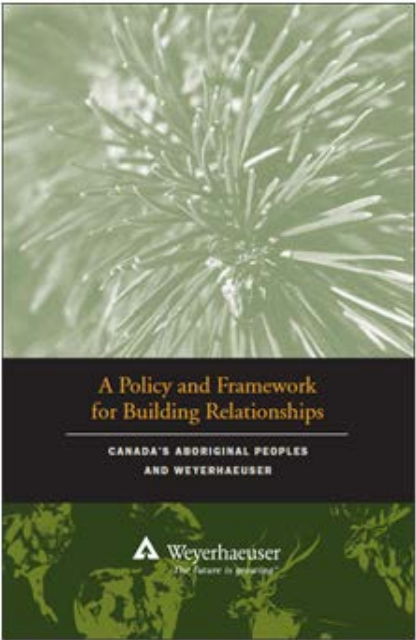
For example, in Canada, where we are a steward of public land, we work to support and sustain the role of aboriginal peoples in Canadian forests. Our relationships with aboriginal communities include:

- Contractual relationships for timber harvesting, forest silviculture, infrastructure development, and the supply of other goods and services
- Involvement with and donations to aboriginal initiatives
- Support for education to help develop employment skills
- Employment opportunities
- Mutual sharing of information and goals with a view to understanding and accommodation
- Membership in the Forest Products Association of Canada, which works to strengthen aboriginal participation in Canada's forest sector through economic development initiatives and business investments, strong environmental stewardship and the creation of skill development opportunities, particularly targeted to First Nations youth.

We also work with key contractors and suppliers to develop awareness about 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 of local communities and indigenous peoples affected by those operations
- **Respect for the rights of indigenous peoples:** Forest operations should ensure there has been appropriate consultation with and 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.

#### RELATED LINKS

[Human rights policy](#)

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

[Weyerhaeuser and Indigenous Peoples](#)

[Grassy Narrows](#)

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GRASSY NARROWS

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

While we currently use alternative wood sources, our Kenora TimberStrand® mill depends on a long-term, sustainable supply of hardwood from the Whiskey Jack forest for about thirty percent of its requirements.

Grassy Narrows First Nation is engaged with the province of Ontario to resolve historic and present-day issues, one of which is the management of the Whiskey Jack forest.

Grassy Narrows First Nation and Ontario's Ministry of Natural Resources are parties to a memorandum of agreement that includes recognition of the rights and interests of others in the Whiskey Jack Forest and a shared commitment to forest activities on the Whiskey Jack Forest.

We support ongoing work undertaken by Ontario to bring about resolution of outstanding issues on the Whiskey Jack forest. In addition, we have successfully worked with other First Nations in the region to establish the cooperative forest license on the Kenora Forest, which includes First Nations as shareholders.

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

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

Our approach to the Whiskey Jack forest is based on the following principles:

- Operations on the Whiskey Jack forest should include the meaningful participation of and consultation with the Kenora community and indigenous peoples affected by those operations, including Grassy Narrows First Nation.
- Operations on the Whiskey Jack forest should respect the rights of Grassy Narrows First Nation and other aboriginal groups. These rights may include land tenure, treaty rights, and other rights.
- Operations on the Whiskey Jack forest should continue to build the capacity of aboriginal peoples, including Grassy Narrows members, to work in the forest products industry and enhance the value of the forest's timber and non-timber resources through

fair, equitable and mutually beneficial relationships.

- Operations on the Whiskey Jack forest should be sensitive to and acknowledge the culture, heritage and traditions of aboriginal peoples, including Grassy Narrows First Nation, and promote inclusion of traditional knowledge and practices.
- Any conflicts with aboriginal peoples over operations on the Whiskey Jack forest should be resolved through just and fair procedures.

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CURRENT ISSUES

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

We are committed to continuous improvement of our practices and are open to change based on the best available science. We engage with government, universities and other stakeholders to review the best available science and determine appropriate environmental standards.

We engage in meaningful and respectful dialogue with others to ensure the continued well-being of the forest ecosystems we own and manage and the land and resources upon which our manufacturing facilities and homebuilding operations rely. We must listen to others—even those who are critical of what we do. At the same time, we encourage our critics to engage in meaningful and civil dialogue with us. The well-being of our forests, land, and natural resources is too important to be reduced to sound bites, single-cause approaches, or dialogue between only two parties.

Please visit our feedback section. By working together, we believe we can find common ground to the complex issues of our day. Click on the links below to learn more about how we addressing some of the current issues that are relevant to us and our stakeholders.

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



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## PLANET

## We provide renewable-resource solutions.

For more than a century, we've managed a remarkable renewable resource to provide shelter, create green energy and make lives more comfortable. As long-term stewards of our shared environment, we know there's always room to improve. That's why we've set a comprehensive set of environmental goals that demonstrate our commitment to continuous improvement through sustainable forestry, natural resource conservation, and reduction of waste and pollution.

## PLANET 2012 HIGHLIGHTS

- [Reduced total greenhouse gas emissions by 28% compared to 2000](#)
- [Reduced water use by 19% in our cellulose fibers mills compared to 2007](#)
- [Reduced wastewater pollutant discharges by 19% compared to 2010](#)
- [Reduced solid waste sent to landfills by 9% compared to 2010](#)
- [Began tracking HERS scores for all new homes built](#)



## OUR PLANET COMMITMENTS

- We demonstrate forest stewardship by certifying our timberlands to sustainable forestry standards.
- Our environmental management systems are effective.
- We continually reduce our impact on the environment.
- Our products are made with sustainable resources.
- We develop sustainable forest solutions.
- We promote markets for sustainable products.

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SUSTAINABLE FORESTRY

We believe that sustainable forestry is synonymous with Weyerhaeuser. By responsibly managing our forests, we ensure our manufacturing facilities have access to quality raw materials and that our forests provide many benefits beyond wood fiber. Sustainable forestry means that we balance the uses of our forests for wood production against the ecosystem services they provide, including habitat for fish and wildlife and sites of cultural, historical and scenic importance. Read more about these additional benefits in our comprehensive [ecosystem services section](#).

Saying we manage our forests well is one thing. Proving it is another. First, we rely on a robust array of policies and management systems to ensure we practice the best forestry possible; our [Sustainable Forestry Policy](#) is the cornerstone of our work. Then, our trained and experienced foresters practice the art and science of sustainable forestry, making certain that [our forests](#) will continue to grow trees and provide the many benefits required of forests. We commit significant research and scientific resources to understand our practices and improve opportunities in both the laboratory and field. Finally, we use third-party [certification programs to prove that our forests are responsibly managed](#).



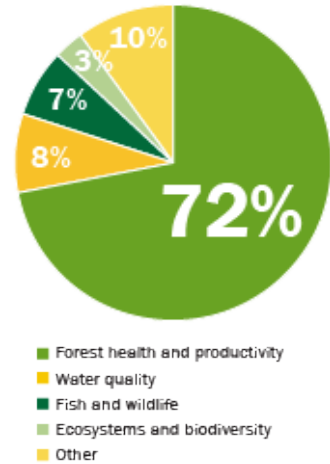
INTENSIVELY MANAGED FORESTS PRODUCE MORE WOOD IN LESS AREA

Intensive management on our lands allows other lands to be less intensively managed and together provide the wood fiber and other forest resources society needs. We use scientific principles and environmentally responsible techniques to enhance the forest's ability to grow wood quickly. In many of our forests, we plant selectively bred seedlings, control invasive species and other competing vegetation, fertilize the soil, and thin the forest before final harvest, allowing us to grow wood at two to three times the rate it grows in comparable unmanaged forests. This increased productivity allows us to provide a renewable natural resource to meet a growing societal need for forest products, as well as a positive benefit to reducing atmospheric greenhouse gases through increased rates of carbon sequestration in the growing forest.

INVESTING IN FORESTRY RESEARCH

Sustainable forestry requires continuous improvement built on a foundation of sound scientific research and technological innovation. We believe we have the best private forestry research organization in the world, providing us with a wealth of environmental research that we use daily and share regularly with others. We invest heavily in our research. In 2012, we spent \$23

2012 FORESTRY RESEARCH SPENDING



million on forestry research conducted by our own scientists and at universities and other research organizations. We conduct and support research focused on sustainability, forest health and productivity, water quality, fish and wildlife, ecosystems and biodiversity.

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SUSTAINABLE FORESTRY POLICY

Our sustainable forestry policy has been in place since 2003 and shows our commitment to ensuring that we manage our forests for the sustainable production of wood and wood products to meet our customers' needs. We are committed to independent certification of our forest management and to meeting the principles and objectives of applicable forest certification systems. The elements of our policy apply to both our company-owned and -managed lands worldwide.

Some of the key elements of our policy are:

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



We minimize waste in our harvesting.

Click here to view our [full Sustainable Forestry Policy](#).

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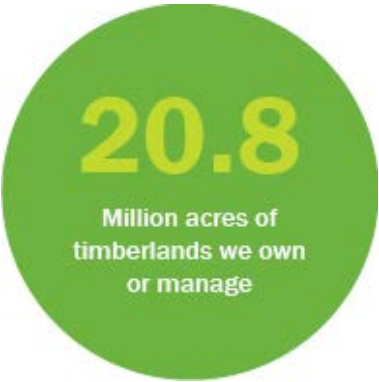
OUR FORESTS

Trees are a remarkable natural resource. The forests in which they grow provide habitat for wildlife, protection for clean water, and recreation for people. Since trees are a renewable resource, we can use them to meet myriad human needs without exhausting the supply. With responsible management, we can do this with minimal impact on the environment. In a world where the population is growing by seventy million people each year, trees can be a sustainable source of material for shelter, sanitary needs, packaging, communication and clothing – basic human needs.

The timberlands we own and manage are as unique and interesting as the landscapes where they are found. They span across central and western Canada, through the U.S. Pacific Northwest, across the southeast U.S, and as newly planted forests in Uruguay. These varied geographies represent diverse climates, varied topography, and a range of other conditions that provide our foresters rich and productive settings for growing trees.

To learn more about the varied timberlands that we own and manage, click on the links below. Each page includes descriptions of the landscape, our forest management approaches, what makes these forests special and unique, and the research that is under way on these lands.

- [US West](#)
- [US South](#)
- [Canada](#)
- [Uruguay](#)



Where We Own or Manage Forests ▼

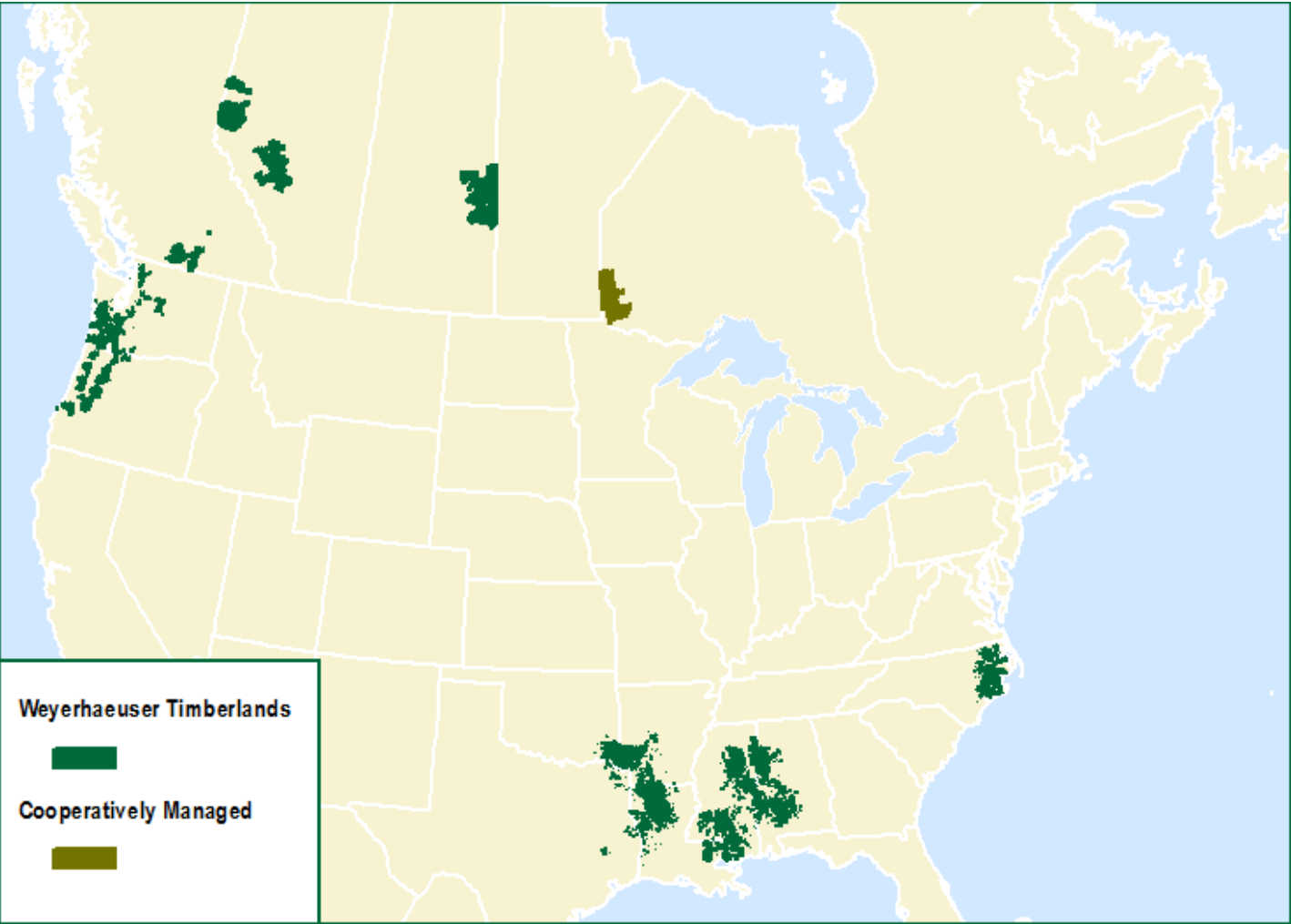
Key Timberland Metrics: 2012 ▼

WHERE WE OWN OR MANAGE FORESTS

NORTH AMERICA

We manage 20.5 million acres of timberlands in North America. All of this acreage has been independently certified as meeting the requirements of the Sustainable Forestry Initiative standard. In October 2010, we joined with several First Nations, the Government of Ontario, and other forest companies and contractors to sign a historic shareholder-managed Sustainable Forest License covering the Kenora Forest in

Ontario (shown as “cooperatively managed” on the map below).

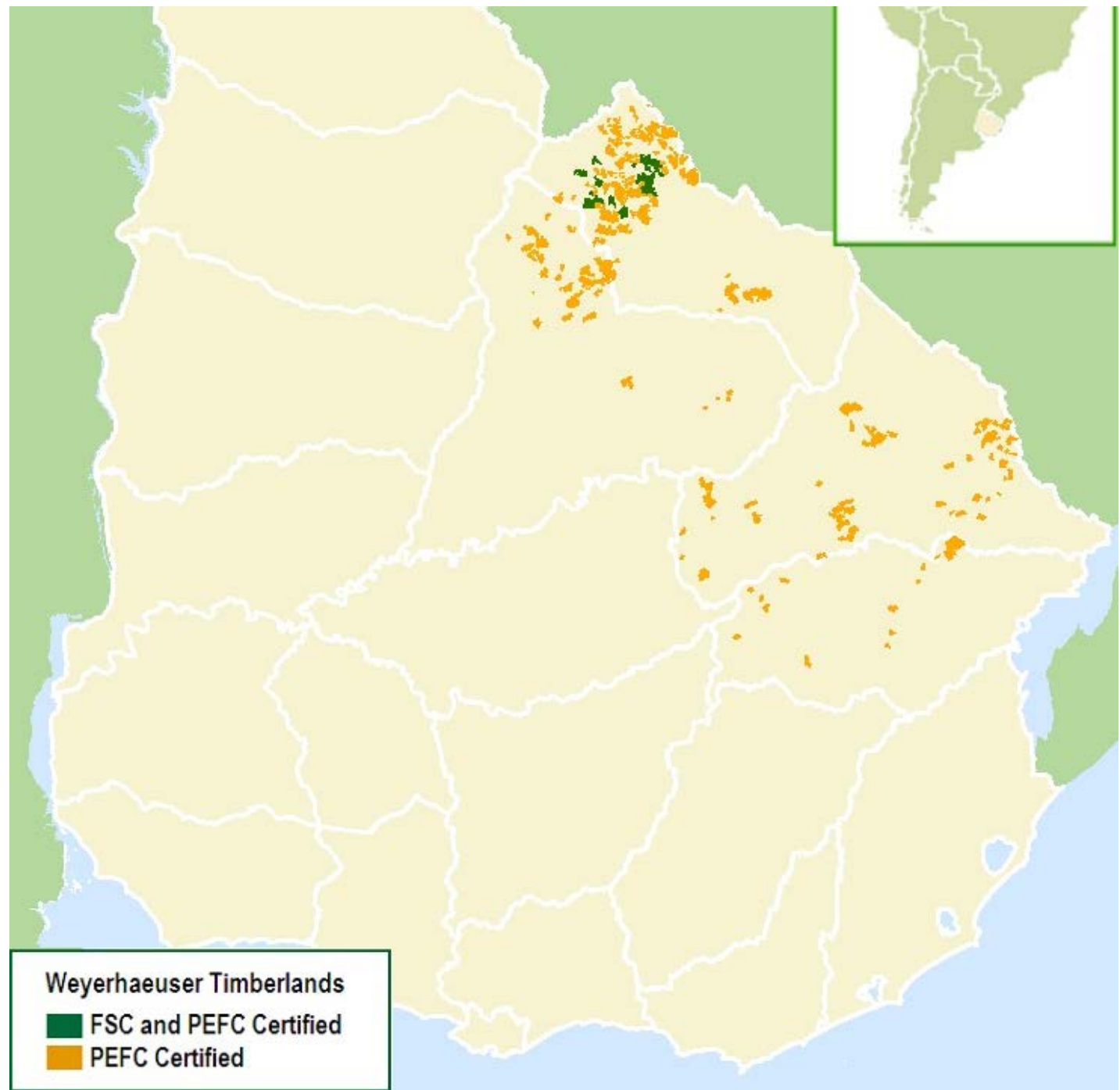


**URUGUAY**

We manage 316,580 acres of land in Uruguay, where we planted trees on grasslands that were primarily used for cattle grazing. We collaborated with others in Uruguay to develop the Uruguayan sustainable forestry standard, which has been endorsed by the Programme for the Endorsement of Forest Certification. All of our forest land is certified to PEFC and eleven percent is certified to both PEFC and the Forest Stewardship Council South American plantation standard.





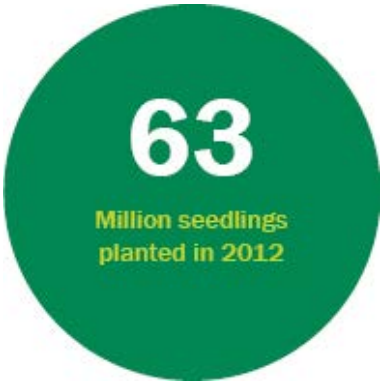
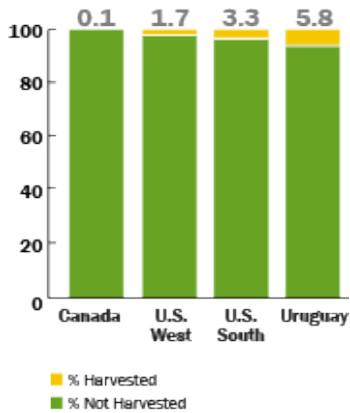


KEY TIMBERLAND METRICS

Area owned or managed <sup>1</sup>	20.8 million acres
Seedlings planted in 2012	63 million
Percentage of land with an environmental management system aligned to the ISO 14001 Standard	97%
Percentage of land harvested in 2012	
Canada	0.1%
United States – West	1.7%
United States – South	3.3%
Uruguay	5.8%
Area harvested in 2012	205,112 acres
Percentage replanted within two years (United States and Canada)	99%
Percentage of harvested land replanted or naturally regenerated	100%
<p>1. Does not include timberland that was managed cooperatively with a joint venture partner in China, which we exited from in November 2012. Data reflects timberlands acquired from Longview Timber LLC in July 2013.</p>	

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HARVEST RATES: 2012  
(as percentage of total timberland by region)



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OUR FORESTS IN THE US WEST

We own 2.61 million acres of timberlands in Washington and Oregon. These timberlands represent some of the most productive forest lands in the world, important for sustainable supplies of timber, fish and wildlife habitat, recreation, clean water and much more.

- Description ▼
- Forest Management ▼
- Environmental Stewardship ▼
- Research and Partnerships ▼
- December 2007 Storms ▼

DESCRIPTION

More than one hundred years ago, in 1900, Frederick Weyerhaeuser and fifteen partners took a step that stirred the imagination and signaled a new era in the history of the timber industry. In the largest private land transaction in American history at that time, they purchased 900,000 acres of Washington state timberland from the Northern Pacific Railway. Frederick wanted to name the new land and timber firm "The Universal Timber Company." His partners overruled him and instead named the company in his honor.

None of the company's original investors lived in the Pacific Northwest, so they needed a trustworthy manager for their new venture. They picked George S. Long as their first general manager — a position he held for 30 years. Long was ahead of his time in promoting the idea of sustainable forestry. In 1904, he sponsored a study to look at the potential of growing timber as a crop. "Timber is a natural resource that can be renewed," he said. "The company's greatest asset is the forest soil and the reproductive power of trees."

Under Long's guidance, Weyerhaeuser became a leading force advancing conservation, fire protection, and reforestation. He greatly expanded the company's land base through further purchases of timberlands and was instrumental in changing repressive tax laws that had encouraged cutting timber as fast as possible to convert the land for farming.

Today, our timberlands in the western U.S. are mostly located west of the Cascade Mountains in Oregon and Washington. The region's climate is wet and mild, characteristic of the maritime influence of the Pacific Ocean, and the majority of annual precipitation falls during the winter months, with July through September being relatively dry. Our timberlands range from a few hundred feet elevation to as high as four thousand feet.



SUSTAINABILITY IN ACTION



**SNAGGING AN AWARD**  
More dead trees wins wildlife team honors for stewardship

[▶ READ THE STORY](#)

The geology of this region tells an amazing story of tectonic proportions. In the past, chains of volcanic islands similar to today's Hawaiian islands collided with the North American continent and became portions of western Oregon and Washington. Sediments deposited at the bottom of ancient seas were consolidated into rock and then uplifted to form mountains. Millions of years ago, the longest known lava flow on earth, the Pomona Flow, invaded this area after flowing hundreds of miles from its source in Idaho. Tens of thousands of years ago, cataclysmic floods inundated much of the area when dams formed by glaciers in Montana failed and released enormous volumes of water from the lakes behind them.

Additionally, the volcanic peaks in the Cascade mountains testify to a long history of eruptions that continue today. [Mt St Helens' violent eruption in 1980 is the most striking recent example.](#) The dynamic landscape of the Pacific Northwest is still very active. The rugged terrain found here today is the result of continued uplift of the mountains. As the mountains rise, they are subject to the erosive forces of gravity and the region's many streams and rivers, which carry sediment and nutrients to the ocean. It is the interaction of geology, topography, soils, biology and climate that make this region among the most productive conifer growing areas in the world.

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## FOREST MANAGEMENT

Our Western timberlands were historically dominated by Douglas-fir, still the primary species we plant and harvest today. We plant several other species, all native to the region, including noble fir, grand fir, Western red cedar, Sitka spruce, ponderosa pine, and red alder.

All of our timberland in the western U.S. has been harvested and regenerated at least once. In some locations, we are now planting our third generation of trees.

Through our intensive forest management, we:

- Plant seedlings produced through our [world-class selection, breeding and field testing program.](#)
- Replant 99 percent of harvested areas in the U.S. within two years of harvest.
- Fertilize the soil where needed, usually between two and five times over a 25- to 40-year growing cycle.
- Prevent competing vegetation from crowding young trees in their first few growing seasons.
- Thin trees in many areas during their growth cycle.

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## ENVIRONMENTAL STEWARDSHIP

We protect imperiled species and natural communities on our U.S. land. We preserve selected

sites, often partnering with government agencies and conservation groups through conservation agreements and other means. In Washington State alone, we have contributed more than 100,000 acres to conservation initiatives through land exchanges, sales, donations and conservation easements.

We also host more than 250 vertebrate species native to the forests we manage in Oregon and Washington. Included in this list are large mammals such as deer, elk, cougar, black bear and bobcat, as well as birds of prey such as goshawks, red-tailed hawks, bald and golden eagles, osprey and numerous species of neotropical migrant birds that return to the Pacific Northwest each spring to breed and nest. Salamanders and other amphibians inhabit the uplands and riparian areas on timberlands.

Different groups of species are dependent upon different forest age classes and associated structures. The matrix of forest stand ages across our lands means we are able to provide much of the habitat diversity they need. Adjacent and intermingled with some of our Oregon and Washington ownership is public forest land, much of which is in older age classes. At a landscape scale, this diversity of ownership, age classes and forest structure provides a wide range of habitat diversity for native species.

On our 211,594-acre tree farm near Coos Bay, Ore., we manage our forests in planned patterns of reserves and harvest area with a special focus on enabling northern spotted owls to disperse—that is, move from one location to another. This complements areas protected for owl nesting and feeding on adjacent publicly owned forests.

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## RESEARCH AND PARTNERSHIPS

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

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

The Trask River Watershed Study (North-Coast) is part of a research cooperative including two other watershed studies in Oregon- Hinkle Creek (Cascades) and Alsea Revisited (Mid-Coast). The three studies include research projects that both complement each other by using similar designs and methods, and that differ according to the objectives of the study area. The Trask River Watershed study uses a replicated, paired watershed approach to examine the effects of public and private forestland harvest practice at two spatial scales: at the local small stream

scale and downstream on fish-bearing streams. The Trask Watershed Study, along with the other research cooperative studies, will provide important information on the effects of contemporary forest practices on aquatic ecosystems under different landowner management objectives. In addition, the integrated, multi-disciplinary approach to the research allows for greater understanding of complex physical, chemical and biological responses to management.

In addition to the above example, we partner with many organizations in our forest research. Over the last few years, these partnerships have included the National Council for Air and Stream Improvement, Michigan State University, Oregon State University, Washington State University, University of Alberta, Washington Department of Fish and Wildlife, USGS Oregon Cooperative Fish and Wildlife Research Unit, The Yakama Nation, National Park Service, the American Bird Conservancy and the Theodore Roosevelt Conservation Partnership.

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## DECEMBER 2007 STORMS

In December 2007, a series of snow, wind and rainstorms battered western Oregon and Washington, causing severe flooding, landslides, and wind damage. The Chehalis River flooded, closing Interstate 5 between Seattle and Portland for four days, and floodwaters washed out roads and bridges and flooded homes and businesses. An area of our timberlands in the Chehalis River headwaters, known as the Willapa Hills, received extraordinarily high rainfall and suffered thousands of landslides. The storm raised questions about whether timber harvesting exacerbates landslides and flooding, and whether the laws and voluntary standards that govern timber harvesting on steep and unstable slopes are adequate. The responses by Washington State agencies, us, and others are described below.

## SCIENTIFIC RESEARCH

### RESEARCH ON THE STORM

Meteorologists followed the 2007 storm closely and analyzed it both as it took place and in later research papers. They describe an extreme and unusual event. For example:

- [A study for Oregon State University's Institute for Natural Resources](#), citing a report by George Taylor, the former Oregon State Climatologist, concluded:

"The December, 2007 storm was an unusual combination of very wet and very windy. As such, it is one of the highest ranked storms ever experienced in the Northwest..."

- University of Washington Professor Clifford Mass described it as a "monster" windstorm that "savaged" Washington's coast in his [blog](#), while noting in his book on Pacific Northwest weather:

"Many locations received all-time record rainfall for a twenty-four hour period, exceeding the one-day totals of the February 1996 event. Some sites in the



Willapa Hills collected 14-18 inches of rain over the two-day event. The Chehalis River and its tributaries were particularly hard hit, with some stream gauges indicating flows double that of previous records."<sup>1</sup>

- Meteorologists Tye Parzybok, Beth Clarke, and Douglas Hultstrand include the 2007 storm as a case study in their article, [\*Average Recurrence Interval of Extreme Rainfall in Real-time\*](#):

"Two powerful storms brought extremely heavy rain and high winds to the Pacific Northwest during early December 2007. The intense low pressure areas fed an 'atmospheric river' of very moist tropical air into the region. Orographic lifting caused copious amounts of rain to fall across western Oregon and Washington. Several rivers in northwestern Oregon and western Washington surpassed major flood stages. Rainfall intensities at 12- and 24-hours were particularly intense... Twenty-four hour rain values approached twenty inches in the Willapa Hills region, which equated to an [average return interval] of 500+ years."

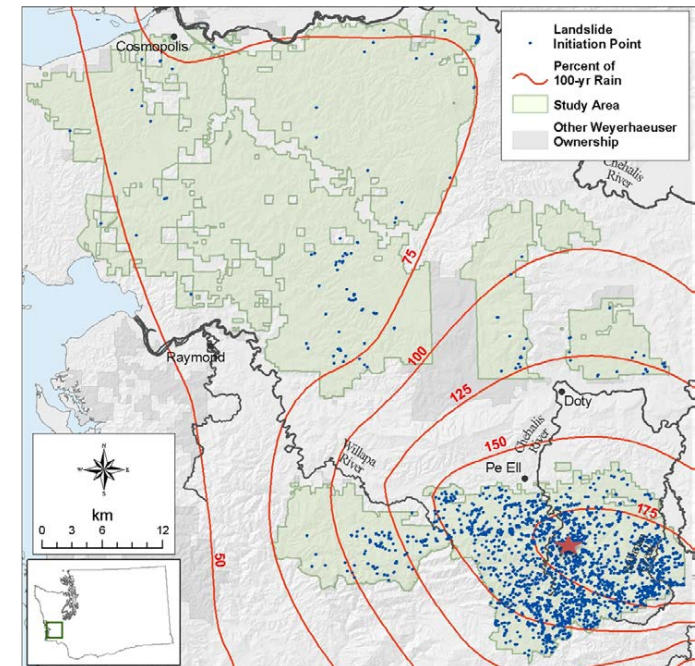
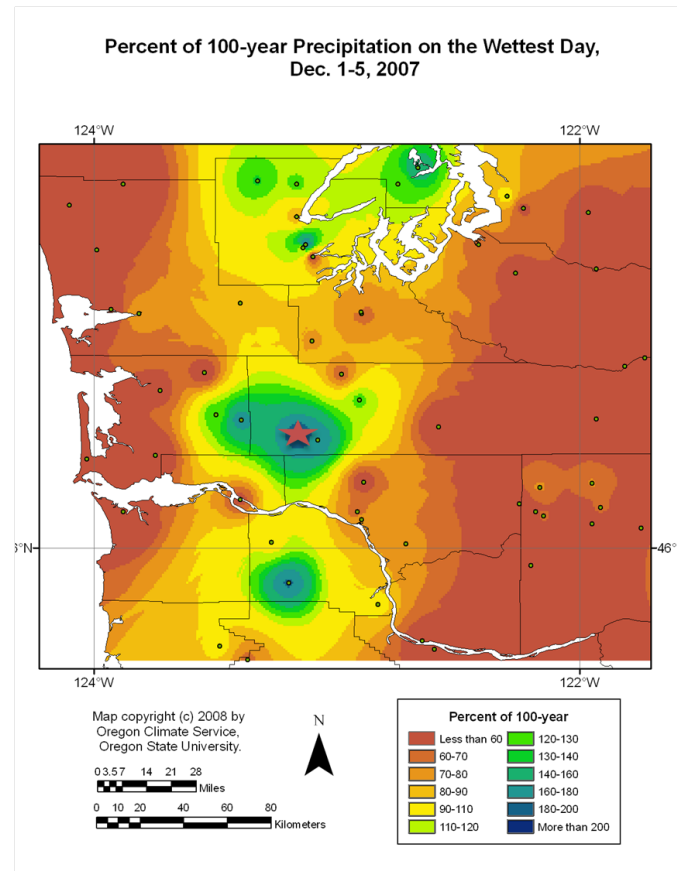
## RESEARCH ON LANDSLIDES

Shortly after the storm, scientists started two research studies on the relationship between forest practices and landslides: one by Weyerhaeuser scientists, focusing on the landslides on our land, and one by a cooperative group of scientists sponsored by the Washington Forest Practices Board (which writes the rules regulating forest practices) focusing on the effectiveness of Washington's regulations.<sup>2</sup> Our study is completed and was published in 2010 in *Forest Ecology and Management*.<sup>3</sup> The cooperative study is still underway.

The following are the key findings of our study:

- Confirming the results of earlier research on landslides in forested terrain, accurate studies must use ground-based inventory data and can't be based on aerial photography alone. Detections using aerial photography overlook landslides occurring in mature forest. Ground-based efforts correct for these biases and produce reliable estimates of landslide density across rainfall magnitude and topography.
- Landslides are inevitable, naturally occurring events in the Pacific Northwest, and the study confirmed that they are more likely to occur on steeper hillslopes and during major storms.
  - In areas with high rainfall, higher landslide densities occurred on steep slopes (greater than 70 percent gradient) compared to lower grade slopes.
  - The highest number of landslides occurred in the areas with extreme rainfall. This is illustrated by the figures below. The left-hand figure is from Oregon State University Institute for Natural

Resources' Final Report (noted above) and shows the areas with the highest rainfall in dark blue. The right-hand figure is from our study and shows the location of landslides on our land. The red star shows the same spot on each map.



- Also as expected, the density of landslides was larger in younger stands (the 0-5 and 6-10 year age categories) than in older stands (the 11-20, 21-30, 31-40, and 41+ categories). This effect was limited, however, to the areas with extreme rainfall levels — above about 150 percent of 100-year rainfall.
- Very few landslides occurred at rainfall levels up to a 100-year average return interval, regardless of stand age or slope gradient. This is an encouraging sign that Washington's rules are effective, because they require the "100-year storm" as a design standard for culverts and bridges.

## REGULATORY RESPONSE

The 2007 storm produced an outpouring of relief efforts led by the state and communities affected, and [in which we participated](#). A month after the storm, the Washington State Senate began hearings, including a visit to our lands. We testified

at the hearing and prepared and submitted a [report](#) prepared by our hydrologist.

In 2008, the Washington Forest Practices Board began a review of its regulatory approach to steep and unstable slopes. Washington law requires a review by a qualified geologist in areas predicted to be potentially unstable, and restricts logging and road building on the landforms found to be prone to landslides. The areas requiring review are defined in two ways: first, the forest practices rules identify a set of default landforms that are presumed to be potentially unstable until reviewed; and second, if a watershed has undergone a detailed watershed analysis, the landforms identified in the watershed analysis replace the default landforms.

The Forest Practices Board sponsored the cooperative research described above to determine how well its approach performed under the test of the 2007 storm. That is, how accurately did the models used in the rules predict landslides? How well did the on-the-ground prescriptions used by landowners stand up to the storm? The Board also held hearings, and in 2011 adopted changes to its rules governing watershed analysis. The Board will consider further changes to the rules in 2013 based on the final results of the research.

In the meantime, in March 2010, we agreed with the Washington Department of Natural Resources, the agency that enforces the forest practices rules, to supplement our approach to steep slopes in the two watersheds affected most heavily by the 2007 storm. [We agreed to treat as potentially unstable both the landforms identified in the watershed analyses in the two basins and the default landforms in the rules.](#)

## **VOLUNTARY STANDARDS**

Our timberlands in Washington are certified under the Sustainable Forestry Initiative (SFI®), a voluntary forest certification standard. Our practices are audited by QMI-SAI Global, an independent auditor. In July 2008, QMI-SAI brought in an independent licensed engineering geologist to focus on the results of the storm. The auditors found no instances of non-conformance with the SFI standard. They did, however, recommend improvements in processes and documentation. We implemented those recommendations, which were audited again in July 2009.

In October 2009, the Sierra Club filed a [complaint](#) and [appendix](#) against our SFI certification based on the 2007 storm. We [responded](#) in November 2009. As required by the process for complaints under the SFI program, QMI-SAI reviewed the issues raised by the Sierra Club in its 2010 audit of our operations, and [responded](#) to the Sierra Club in November 2010. QMI-SAI rejected the complaint, concluding that we had appropriate systems in place to comply with the SFI standard before the 2007 storm, and we had appropriately improved our practices and procedures in response to the storm.

## **MANAGEMENT RESPONSE**

In response to the scientific research, regulatory changes, independent audits, and

the availability of new technology, we have made changes in our consideration of potentially unstable slopes. These include:

- Updating our geological screening process to use new technologies, including LIDAR-derived maps, as well as existing geologic models, watershed analysis results, and rule-identified default landforms.
- Creating more systematic checklists, better documenting our geologic reviews, and making information more readily available to our employees in the field.
- Reviewing harvest plans to distribute more evenly the proportion of young stands on steeper slopes across the landscape over time.

We also have begun new scientific research to understand how watershed processes recover after an extreme event like the 2007 storm. These include studies on stream temperature, the recovery of fish populations, and the responses of invertebrate communities as indicators of primary productivity. We expect the results to inform our own practices and contribute to work by the Forest Practices Board and other agencies in the Pacific Northwest.

1. See page 41 of Cliff Mass's book, *The Weather of the Pacific Northwest* (2008).
2. Read more on the Department of Natural Resources' Active Cooperative Monitoring, Evaluation & Research Committee Projects site: *Unstable Slopes Rule Group - Mass Wasting Effectiveness Monitoring Program*.
3. Ted R. Turner, Steven D. Duke, Brian R. Fransen, Maryanne L. Reiter, Andrew J. Kroll, Jim W. Ward, Janette L. Bach, Tiffany E. Justice and Robert E. Bilby, *Landslide Densities Associated with Rainfall, Stand Age, and Topography on Forested Landscapes, Southwestern Washington, USA, Forest Ecology and Management* 259, 2233 (2010).

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SUSTAINABILITY

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EXTRAS

OUR FORESTS IN THE US SOUTH

Our 4.0 million acres (1.6 million hectares) of timberlands in the southeastern United States are located in Alabama, Arkansas, Louisiana, Mississippi, Oklahoma, North Carolina, and Texas.

- Location and Description ▼
- Forest Management ▼
- Environmental Stewardship ▼
- Research and Partnerships ▼

LOCATION AND DESCRIPTION

We operate on a variety of landforms, from the productive, organic soils of eastern North Carolina to the shallower, rocky soils of the Ouachita Mountains in Oklahoma and Arkansas. The landscapes are as varied as the locations – low and broad flatwoods, Mississippi hills and bottoms, steep hillsides, and mountain views.

These varied conditions provide unique challenges and opportunities for growing trees. We use decades of research to help ensure we maximize timber growth while conserving the environmental aspects of these landscapes, including wildlife habitat, water quality, and soil productivity. Across our ownership, we manage for a diversity of wildlife habitat conditions, providing homes for myriad game and non-game species, including a number of federally and state-protected species and species of concern. We protect water quality in a variety of stream conditions, from small intermittent streams to large rivers, employing forestry best management practices and, in some cases, conservation easements. Much of our ownership is in large, contiguous blocks, which provides important wildlife habitat and water quality protection in an increasingly fragmented landscape.

The southeastern U.S. was primarily forested when Europeans first arrived. These forests and their wildlife, however, were viewed as inexhaustible resources and suffered from over-exploitation. Development of a conservation ethic in the U.S. during the early part of the 20th century led to a significant recovery. In the 1940s, many forests began to regenerate and the advent of active forest management in the 1950s provided an economic incentive to keep forestland as forests – an incentive that continues to this day. Much of the land we own was formerly agricultural land that has been reforested. These abundant forests, with long growing seasons and a mild climate, are why the southeastern U.S. is often called the “wood basket” of



the world.

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## FOREST MANAGEMENT

We practice high-yield forestry on most of our southern ownership to maximize timber growth and value, while protecting environmental quality and conserving soil, water, and wildlife resources. Even-aged managed pine stands are harvested generally between 25 and 35 years of age, followed by a variety of site preparation methods that ensure successful regeneration on each harvest site. These methods may include herbicide and/or mechanical soil treatments.

After site preparation, pine seedlings are planted in rows by hand or machine. Once the planted trees are between 10 and 15 years old, the stands are thinned to reduce competition among the remaining trees, which will continue to grow into quality sawtimber. After thinning, fertilizer applications may be used to help trees grow, depending on site conditions and other needs. Once these trees meet their growth expectations, the stands are harvested and the cycle is repeated.

Along streams and in other places with unique ecological value, some trees are never harvested or are selectively harvested without compromising their environmental value. Our experience and research shows this cycle of harvest, replanting, and maintenance of mature forest stands provides a continuous supply of timber, varied habitat conditions for a diversity of wildlife species, protection of water resources, and conservation of soil productivity.

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## ENVIRONMENTAL STEWARDSHIP

### SPECIES OF CONSERVATION INTEREST

Over many decades, our research program has documented numerous species of conservation interest using our southern timberlands. These range from bird species that rely on young forests, such as prairie warblers, to aquatic-dependent species, such as spotted turtles, to species that require a diversity of habitat types, such as bats. Of most concern are those species listed as threatened or endangered by the U.S. Fish and Wildlife Service. Across our southern ownership, we provide habitat for a number of these species, including the Red Hills salamander in Alabama, the gopher tortoise in Alabama, Mississippi, and Louisiana, the red-cockaded woodpecker in Louisiana, the red wolf in North Carolina, and the recently delisted bald eagle. In some cases, these species are protected by official agreements with the U.S. Fish and Wildlife and/or other agencies.

### Neotropical migrants and other songbirds in the southern United States

Our land and forestry practices provide important breeding habitat for many migrating songbirds as well as year-round habitat for resident birds. An Arkansas-based study by the



U.S. Forest Service, National Council for Air and Stream Improvement, University of Arkansas at Monticello, and Weyerhaeuser found twice as many species of birds, including migratory breeding birds, in our managed pine forest than in an unmanaged natural pine-hardwood forest. In addition, the abundance of conservation-priority birds was highest on our lands.

**Red Hills salamander in Alabama**

Our forests provide more than 800 acres of dedicated habitat for the Red Hills salamander, a species endemic to just a few counties in south-central Alabama. Under a conservation plan, we leave forested buffer strips and use selective harvesting to maintain the hardwood canopy needed by the salamander.

**Red-cockaded Woodpecker in Louisiana and North Carolina**

In North Carolina, red-cockaded woodpeckers nest on the Croatan National Forest, adjacent to our land. We work with the U.S. Forest Service to ensure our activities do not negatively impact foraging habitat for this species. In Louisiana, we have a Safe Harbor Agreement with the Louisiana Department of Wildlife and Fisheries, in partnership with the U.S. Fish and Wildlife Service. As part of this agreement, we maintain a baseline population of red-cockaded woodpeckers on our land by controlling underbrush through the use of herbicides and prescribed fire to maintain required forest conditions for this species.

**Atlantic Coast Forests in North Carolina**

In North Carolina, we protect 5,650 acres of our land across eight counties that contain remnants of the original, old growth Atlantic coast forest – an extremely rare forest type in today’s modern landscape. The North Carolina Coastal Land Trust and The Nature Conservancy secured grants to this land and some conservation easements to prevent future development. We also donated easements and are conserving some land through the North Carolina natural heritage registry, including the site of the [Weyerhaeuser Cool Springs Environmental Education Center](#), which hosts more than 2,500 students and adults each year.

**OUTDOOR RECREATION**

The southeastern U.S. has a strong cultural heritage of outdoor recreation. More than 50,000 people participate in our recreational lease program, which provides quality hunting and other recreational opportunities across the region. Outdoor recreation is a primary economic driver in the South, especially for rural economies, and providing access to our timberlands for recreation is an important part of our operations.

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**RESEARCH AND PARTNERSHIPS**

**FOSTERING CONSERVATION AND SUSTAINABLE MANAGEMENT OF BIOLOGICAL DIVERSITY IN MANAGED FORESTS**

Beginning in the 1970s, we have had a number of partnerships and projects with

environmental groups, such as The Nature Conservancy. In Mississippi, for example, we helped The Nature Conservancy achieve its goal to find, protect and maintain the best examples of natural communities, ecosystems and endangered species in the state. We worked with The Nature Conservancy on the Tombigbee River Watershed Program, in the Old Cove area of Webster County, and in a partnership to protect unique land on the Buttahatchie River.

The Old Cove area is located in a 12,000-acre forested landscape that includes the headwaters of three rivers, the ecologically unique Shelton Mountain, Old Cove, and Magnolia cove, and at least 12 rare or little-known invertebrate species. The 350-acre Old Cove area is inside a large working forest used to produce timber for lumber and other forest products. Several rare plant species have been documented there, including Maple Leaf Viburnum, Star Vine and Yellow Lady's Slippers. A cooperative study between The Nature Conservancy, Mississippi State University, the Mississippi Natural Heritage Program, and Weyerhaeuser was recently completed and the results will soon be available. The study will document the biodiversity value of the Old Cove landscape including plantation stands, riparian areas, and ecologically unique areas. In preliminary results, researchers documented 21 species of reptiles and amphibians and 48 species of birds with contributions from all forest types. And an initial rare plant survey documented a number of rare plant species, some of which occur nowhere else in Mississippi.

### **FIELD TESTING A HABITAT-BASED APPROACH FOR ADDRESSING AT-RISK BIODIVERSITY CONSERVATION ON COMMERCIAL FORESTLANDS**

In 2010, we collaborated on a pilot project with NatureServe and state Natural Heritage programs, the National Council for Air and Stream Improvement, and the Sustainable Forestry Initiative® certification program to document habitat associations for at-risk biodiversity areas in the U.S. Through this pilot project, researchers determined that if these habitat associations could be reliably discerned in the field or from existing maps and other information sources (e.g., remote sensing, forest inventory systems), it would enhance our ability to efficiently apply standards for conserving at-risk biodiversity.

If successfully validated, a habitat-based approach to conserving at-risk species and communities would allow foresters and landowners to more easily identify where at-risk biodiversity is most or least likely to occur on lands they manage; focus new survey efforts more efficiently to determine whether the modeled habitat contains occurrences of the target species/communities; focus conservation efforts on selected habitat types or habitat attributes; and supply foresters and landowners with regionally appropriate information for field identification and compatible management practices.

Phase 2 of the project is now underway and will provide:

- Reports that list forestry practices that have been used at these sites, and characterize the extent to which past and current forest stewardship practices may be compatible with presence of target at-risk plant species; and that also describe a generalized process that can be used elsewhere in North America to apply a habitat-

- based approach to conserving at-risk species/communities.
- A refined database first developed in 2010 for three pilot areas describing habitat relationships of at-risk species/communities.
  - A sample educational brochure for one or more of the habitat types describing at-risk species and communities of interest, the primary indicators for their recognition, and conservation and management practices that currently address these species and communities.

**ADDITIONAL WILDLIFE RESEARCH**

For more information, read this complete summary of our wildlife research related to our southern and western timberlands.

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EXTRAS

OUR FORESTS IN CANADA

Our operations in Canada depend on approximately 5.6 million hectares (13.9 million acres) of provincial, temperate and boreal forests in four provinces: Alberta, British Columbia, Ontario and Saskatchewan. Despite this wide geographic range, they have a number of common elements:

- Public lands
- Forest management
- Wildlife
- Aboriginal peoples

- 
- Public Lands ▼
  - Forest Management ▼
  - Wildlife ▼
  - Aboriginal Peoples ▼
  - Operating Areas ▼
- 



PUBLIC LANDS

The vast majority of forests in Canada are publicly owned. Also referred to as Crown lands, the “ownership” of the forest falls to the government of the province in which they are located. In essence, the government is managing the resources for the people of the province.

The provincial governments grant many entities rights to operate on a given forest area. These can include companies in resource sectors such as energy, mining or forestry. They can also include tourist operators, trappers and others who use the forest for commercial enterprises. And, since the forest is a public resource, there are many recreational uses including camping, hunting and fishing.

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FOREST MANAGEMENT

Forest products companies sign long-term licence agreements with the provincial governments. These agreements entitle the company to a defined area on which it may operate to support one or more wood product manufacturing facilities. Generally, the licenses are for 20 to 25

years and are renewable every five or ten years.

These licenses require a long-term forest management plan with the primary objective of ensuring the long-term health of the forest ecosystem to provide multiple sustainable benefits including timber and commercial products, wildlife habitat, and recreation opportunities.

The forest management planning system is based on a forest policy and legal framework requiring sustainability, public and Aboriginal involvement, and adaptive management. Although Canadian provinces are ultimately responsible for land-use decisions and the management of the forest, both industry and governments work together to develop forest management plans.

The plans are developed in consultation with stakeholders with interests in the forest, including aboriginal and local communities, tourist outfitters, trappers, anglers and hunters, as well as other industries such as oil, gas and mining.

All our forest management operations in Canada are independently audited to the Sustainable Forestry Initiative® standard.

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## WILDLIFE

Managing for the habitat requirements of wildlife is a part of every forest management plan that we develop in Canada. Specific forest management protocols have been developed for some species, the most notable of which is woodland caribou. Forest management protocols have been developed for a number of other species, including grizzly bear, barred owl, trumpeter swan and bull trout and forest birds.

We also participate in research aimed at better understanding the activity and habitat needs of wildlife. In Alberta, for example, we have funded \$1 million worth of caribou habitat research conducted by the University of Alberta and have worked with government ministries and other stakeholders to assist caribou recovery. In 2004 and 2009, we deferred timber harvest on 82,000 hectares (202,000 acres) while the province researched and developed a caribou recovery plan. This deferral has now been incorporated into a forest management plan that considers critical caribou habitat requirements and minimizes harvesting in those areas.

In 2006, we began working with Ducks Unlimited Canada to jointly fund and conduct research focused on migratory bird habitat on 4.9 million hectares (12 million acres) of land that we manage in Alberta. This \$2.5 million project is helping develop innovative, science-based forest management practices that sustain the water-bird habitat, wetland areas, and watershed systems essential to the region's economic, social and environmental health.

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## ABORIGINAL PEOPLES

The Canadian Constitution recognizes the inherent rights of three groups of indigenous people in Canada: First Nations, Métis and Inuit. These groups are often referred to together as Aboriginal peoples.

We are committed to developing and maintaining positive relationships with Aboriginal communities wherever we operate. Our relationships with Aboriginal communities include:

- Contractual relationships for timber harvesting, forest silviculture, infrastructure development, and the supply of other goods and services.
- Involvement with and donations to Aboriginal initiatives.
- Support for education to help develop employment skills.
- Employment opportunities.
- Mutual sharing of information and goals with a view to understanding and accommodation.
- Membership in the Forest Products Association of Canada, which works to strengthen Aboriginal participation in Canada's forest sector through economic development initiatives and business investments, strong environmental stewardship and the creation of skill development opportunities, particularly targeted to First Nations youth.

For more information about our policies that address best practices for forest products companies' relationships with indigenous peoples, [click here](#).

Our forest management strategy in Canada is based on four principal values:

1. We believe in practicing ecologically based forest management that will maintain forest ecosystems within the ranges of natural variability.
2. We respect the social and cultural considerations that accompany the right to manage public forests.
3. We believe in continuously improving our management practices and systems to ensure the economic value of the forest and the economic viability of our forest product facilities.
4. We believe in developing the long-term strategies together with other users of the land base which respect the integrity of the forest and its resources.

The Canadian Boreal Forest Agreement is an agreement among members of the Forest Products Association of Canada and conservation groups. It is designed to be a globally and nationally significant precedent for boreal forest conservation and forest sector competitiveness. Its key goals include:

1. Developing proposals for government on the completion of a network of protected areas and recovery plans for species at risk, including caribou.
2. Developing "world-leading 'on the ground' sustainable forest management practices based on the principle of ecosystem based management, active adaptive management, and third-party verification."



## OPERATING AREAS

### ALBERTA

We hold two forest management licenses in the province of Alberta:

- Grande Prairie Forest Management Area
- Pembina Forest Management Area

#### **Grande Prairie Forest Management Area**

The Grande Prairie Forest Management Area encompasses 1.14 million hectares (2.8 million acres) of boreal forest in northwestern Alberta and is divided into two distinct geographical areas. The larger area is located south of the city of Grande Prairie and rises in elevation as one travels south, ending in the foothills of Jasper National Park.

All major rivers in the area – Wapiti, Kakwa, Cutbank, Narraway and Smoky – flow north, draining into the Peace River, which flows into the Mackenzie River and then into the Arctic Ocean.

The climate is cool and relatively dry, due to the effect of the Rocky Mountains. About half of the land cover is conifer. Lodgepole pine is the leading conifer species, followed by white/Engelmann spruce and black spruce. Tamarack and balsam/alpine fir are also found in the forest.

About 20 percent of the land is deciduous forest and 10 percent is mixed forest. Trembling aspen is the dominant deciduous tree, with small amounts complemented by balsam poplar and white birch. The majority of the trees on the Grande Prairie licence area are between 60 and 120 years old.

More than 20 percent of the land consists of wetlands, rock outcroppings, and other areas that do not grow commercial crops of trees, but are valuable for biodiversity.

More than 250 vertebrate species of wildlife are found on the Grande Prairie operating area over the course of a year, including 200 different kinds of birds. We use specific forest practices to support woodland caribou, grizzly bear, barred owl, trumpeter swan and bull trout.

Grande Prairie faces a threat from the mountain pine beetle. Infestations have been growing rapidly since 2006 and, according to a Government of Alberta survey in 2010, more than one million trees have been killed. We have modified our harvest plans to focus on infested and high-risk lodgepole pine stands.

#### **Pembina Forest Management Area**

The Pembina Forest Management Area encompasses 1.03 million hectares (2.55 million acres) of the Foothills natural region of boreal forest in west central Alberta. Both sub-regions, the Lower and Upper Foothills, are represented, with the Lower Foothills predominately

covering the area. The Upper Foothills are found at the extreme north end of the area and at the extreme southwest corner.

The area lies within the Interior Plains Region, situated just east of the Western Cordillera Region. The Interior Plains is further divided into two divisions: the Alberta Plains and the Alberta Plateau Benchlands.

The watershed areas are divided among three basins – the Athabasca River basin, the North Saskatchewan River basin and the South Saskatchewan River basin.

More than half of the land cover is coniferous. White spruce is the leading conifer species, followed by black spruce and balsam fir. Lodgepole pine and tamarack are also found in the forest. About 21 percent of the land is deciduous forest and the remainder is mixed forest. Trembling aspen is the dominant deciduous tree, with small amounts complemented by balsam poplar and white birch. The majority of the trees on the Pembina licence area are between 60 and 120 years old.

Peregrine falcon, trumpeter swan, western toad and grizzly bear are threatened species whose presence has been confirmed. The grizzly bear roams the western and southern portions of the licence area. The Foothills Model Forest (Hinton, Alberta) has been coordinating a multi-stakeholder research project on the grizzly bear population to determine long-term strategies for its conservation. The project has produced habitat maps for grizzly bears on portions of the area where we operate.

We have also undertaken a number of initiatives since 1998 to obtain baseline information on the fish and wildlife resources within the area. Research and inventory initiatives include nocturnal raptors, songbirds, fish and furbearer surveys. These inventories are aimed at providing benchmark data on species occurrence and distribution.

## **BRITISH COLUMBIA**

We have rights to operate on about 424,000 hectares (1.05 million acres) of forest in the Merritt Timber Supply Areas. Most of our operating area is distributed across the interior Douglas-fir, montane spruce, and Engelmann spruce-subalpine fir biogeoclimatic zones.

Princeton is located in the Similkameen valley at the confluence of the Tulameen and Similkameen rivers. These mountains create a “rain shadow” effect, producing a dry climate on their east side. Rolling dry grassland rises from the valley to the forested highlands of the Thompson Plateau. Lower elevation forests are composed of aspen, ponderosa pine and Douglas-fir. Engelmann spruce, lodgepole pine and sub-alpine fir thrive at higher elevations, where heavy winter snow packs provide additional moisture.

Our operating area falls within British Columbia's Okanagan-Shuswap Land and Resource Management Plan area. This area has many lakes, including Okanagan, Shuswap, Osoyoos, Mabel, Sugar, Kalamalka, Wood, Vaseux and Skaha. The Okanagan-Shuswap region represents a diversity of ecosystems and biogeoclimatic zones and is noted for its arid landscape, unique in Canada.

Coniferous tree species comprise almost all of the forest management area. Ponderosa and lodgepole pine are the dominant species; Douglas-fir, sub-alpine fir and Engelmann spruce also occur.

Wildlife species present within the area include two species of deer, moose, cougar, mountain goat, big horn sheep, grizzly bears, black bears, and elk. Fish species are also abundant within the region.

## ONTARIO

We are part of a cooperative Sustainable Forest License, held by Miitigoog LP, which includes the 1.2 million hectares (2.97 million acres) Kenora Forest. In October 2010, we joined with several First Nations, the Government of Ontario, and other forest companies and contractors to sign a historic shareholder-managed Sustainable Forest License covering the Kenora Forest in Ontario. Participants in the partnership include Wabaseemoong Independent Nations, Naotkamegwaning First Nation, Ochiichagwe'Babigo'Ining First Nation, Weyerhaeuser, Kenora Forest Products, Wincrief Forestry Products, Kenora Independent Loggers, and other companies with forestry operations on the Kenora Forest.

Miitigoog LP is responsible for all forest management aspects of the Kenora Sustainable Forest Licence including planning, certification, compliance, road construction and maintenance, and silviculture.

The Canadian Shield forms the underlying geology of the Kenora Forest. During the last ice age that ended 10,000 years ago, advancing glaciers carved striations in the bedrock and carried large boulders many kilometres. In retreat, glaciers blanketed much of the landscape with gravel, sand and other glacial deposits, leaving behind poorly drained depressions and natural faults.

The Kenora Forest falls within two forest regions — the Boreal Forest Region in the north and the Great Lakes-St. Lawrence Forest Region in the south. The boreal forest is represented by early fire succession tree species such as jackpine, black spruce and poplar, in addition to the red and white pine also present.

The climate of the Kenora Forest is continental with cold winters and relatively cool summers.

The Kenora Forest is organized into Working Groups for management. The white pine, red pine, spruce, balsam fir, cedar and white birch Working Groups have an age class structure weighted to the mature (50-100 years) and over mature (>100 years) age classes. The spruce, jackpine and poplar Working Groups have an age class distribution reflecting the effects of wildfires 60-80 years ago and wildfire and other disturbances within the last 20 years.

The area's wildlife species include moose, deer, black bear, woodland caribou, timber wolves, birds, and smaller mammals. Of a special note is the largest population of nesting bald eagles and the largest colony of white pelicans in Ontario.

We use specific practices to manage provincially featured species such as the marten, white-

tailed deer, moose, bald eagle, osprey, great blue heron and woodland caribou.

The area has a long history of a forest based economy. Logging and sawmilling became a part of the local economy in the 1880s, largely supporting the advance of the Canadian Pacific Railway. Gold mining during that period also created a demand for mine timbers. Sawmilling became well established in the area and continues to this day. The 1920s saw the establishment of the first paper mill. In 2002, Trus Joist constructed a new laminated strand lumber facility in Kenora.

As the Kenora forests were beginning to provide a renewable supply of timber for wood and paper manufacturing, the abundant lakes and rivers of the area began to attract people for their recreational value. Today, the Lake of the Woods area is renowned for its fishing, hunting and beautiful scenery.

### **SASKATCHEWAN**

The Pasquia-Porcupine Forest Management Area is approximately 2,000,000 hectares (4.9 million acres) and is located in the south-easterly portion of the province, adjacent to the central Manitoba border.

The deciduous harvest on the Pasquia-Porcupine FMA supports our oriented strand board mill in Hudson Bay, which employs approximately 175 people.

Half of the Pasquia Porcupine FMA consists of upland forest with the potential to produce commercially valuable tree species. The other half consists of wetland areas such as bogs, fens, swamps, marshes, lakes and streams.

The Pasquia-Porcupine FMA has a sub-humid, moderately cold, continental climate with long, cold winters and moderately warm summers.

Unique in Saskatchewan, the Pasquia Porcupine FMA has three eco-zones, the mid-boreal upland, mid-boreal transition and the mid-boreal transition. Due to the many wetlands found in the area, the majority of harvesting takes place in the winter under frozen conditions.

The soils of the Pasquia-Porcupine FMA area are typical of those developed in a boreal forest environment. The well-drained upland areas soils have highly-leached surface horizons. On lower slopes, excess water often accumulates, showing evidence of poor drainage. In depressed land areas, excess water persists and provides favourable conditions for the development of peat, which can accumulate to a depth of several metres.

Seven wildlife species found on the Pasquia-Porcupine FMA are listed as Species at Risk under the Canada Species at Risk Act or the Saskatchewan Wild Species at Risk List. Woodland caribou has the potential to be negatively affected by forestry activities. We have actively participated with the Ministry of Environment in developing a draft provincial woodland caribou recovery strategy, and have committed to cooperating with the ministry in developing a woodland caribou recovery plan for the Pasquia-Porcupine FMA-area woodland caribou herds.

The Pasquia Porcupine FMA has a history of timber harvest extending back over 100 hundred

years. The white spruce stands were the main species harvested for the first half of the twentieth century as dimension lumber was the main product. In the mid 1960s, aspen harvest became common when the world's first commercial wafer board mill opened.

Currently, the harvest on the FMA is approximately 60 percent hardwood, (aspen, balsam poplar and birch) and 40 percent softwood (white spruce, black spruce and jackpine).

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OUR FORESTS IN URUGUAY

We manage 316,580 acres (128,115 hectares) of timberland in Uruguay, where we planted trees on grasslands that were formerly used for cattle grazing.

- Location and Description ▼
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LOCATION AND DESCRIPTION

In the 1990s, we purchased more than 140,000 hectares of land in northeastern and north central Uruguay. This land is located within the Pampas region of South America — a large, subtropical grassland — seldom exceeding 600 feet in elevation. Covered by grasses that vary in height, based on the amount of rainfall received, the soil of the pampas is very fertile and supports a thriving pastoral and farming economy. The climate in Uruguay is temperate to subtropical, with an annual mean temperature of 65 degrees Fahrenheit . Highest temperatures occur in January (75 degrees Fahrenheit), and the lowest are in June and July (54 degrees Fahrenheit). Average annual precipitation ranges from 40 to 60 inches and precipitation decreases from east to west.

Historically, less than five percent of this landscape was covered by trees, which occurred mainly along water bodies. Uruguay's importance as a forest products-producing country, therefore, lies in its potential for fast-growing plantations. The land is excellent for planting eucalyptus and pine. The country's flat terrain, good weather conditions, proximity to Mercosur (a free-trade region in South America which encompasses Argentina, Brazil, Paraguay and Uruguay), and government support for afforestation projects provide ample opportunities for expansion of the forest products industry.

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FOREST MANAGEMENT

Our forest plantations in Uruguay are established through a process called afforestation — the practice of actively planting forests where none existed in recent history. We began by planting eucalyptus and pine on the lands we first purchased in 1996. Our first harvest activity,



commercial thinning, began in 2005. Although the area was mostly grassland prior to planting trees, we protect any stands of native forests that existed when we purchased the lands.

We follow all applicable laws and use best management practices as defined by the forest conditions where we operate. These practices are developed by foresters, academics, and scientists. We follow strict regulations designed to protect water quality and habitat for wildlife. To protect the environment, as well as our future production, we protect the soil from compaction and erosion. Our concern is not only in terms of legal requirements, but to do right, guided by solid scientific backing.

We collaborated with others in Uruguay to develop the Uruguayan sustainable forestry standard (UNIT), which has been endorsed by the Programme for the Endorsement of Forest Certification. All of our forestland in Uruguay is certified to PEFC and 11 percent is certified to both PEFC and the Forest Stewardship Council® standard. We are attentive to the concerns of communities where we operate and work to harmonize our forest management with existing uses of the land in Uruguay, such as grazing and beekeeping.

Harvesting operations began in 2005 with the first commercial thinning operations on company land. Our plywood and veneer mill began operating in Tacuarembó in June 2006. After five additional years of investment, the mill site now includes a biomass energy plant and a seedling nursery. The mill processes 500,000 tons of wood fiber per year and uses virtually every portion of the log, converting it not only to plywood and byproducts, but also using residuals as bioenergy for heating the on-site boilers for the conditioning and drying processes. The mill operates to the ISO 14001 standard, and is certified to both the Forest Stewardship Council Chain of Custody (SGS-COC-004292) and Programme for the Endorsement of Forest Certification Chain of Custody (SGS-PEFC/COC-1408) standards.

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## ENVIRONMENTAL STEWARDSHIP

### GRAZING

In many areas of Uruguay, grazing is the traditional use of the land. Many ranchers raised their cattle in the open grasslands where now there are trees. We lease this land out to ranchers as soon as trees have reached a height that is able to withstand animal damage. Animals usually graze in the more open areas and use the forest for shelter. We support this traditional use by reducing the market price by half for small ranchers.

### BEEKEEPING

We also encourage private beekeepers by leasing suitable land for their bee boxes. Each beekeeper keeps between 50 and 150 boxes per site and harvests an average of 60 pounds per box per year.

### WOOD EXTRACTIVES (TURPENTINE AND SOAP)

Turpentine production in Uruguay is carried out in the traditional way: twice a year a new scar is made in the stem and the turpentine is collected directly from the trees. Depending on site productivity, age, and climate, an average of 9 pounds of turpentine can be collected from a single tree.

## FIRE

Forest fires are not part of the natural system in Uruguay. We are part of a cooperative system among companies, local governments and national authorities to prevent forest fires. Our Uruguay plantations have been designed to ensure easy access through roads that are maintained and open for travel. An additional benefit of the cattle grazing discussed earlier is that the activity helps prevent forest fires by reducing understory vegetation.

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## RESEARCH AND PARTNERSHIPS

The Pampas region in Uruguay, northeast Argentina, southern Brazil and Paraguay has seen abundant afforestation over the last several decades. The popularity of this activity has, in part, been encouraged by incentives, such as those the Uruguayan government instituted in 1987 for conversion of pasture to forest to diversify the rural economy. Approximately 4 million hectares, or 23 percent of the total area of Uruguay, was designated for afforestation. We, along with other timber companies, purchased and planted these lands with Eucalyptus (*Eucalyptus grandis*) and Loblolly pine (*Pinus taeda*). By 2009, about 2.5 million acres had been afforested.

We recognized that the extensive change in land use in Uruguay presented an opportunity for scientific study of its effect on ecological conditions of the Pampas ecosystem. As a result, we invested in an environmental research program on our land holdings in Uruguay, intended to identify environmental effects and develop management methods to minimize adverse impacts. Studies focusing on the impact of afforestation on hydrology, biodiversity, and soils are included in this research program. Read more in this [research summary](#).

## STUDYING THE EFFECTS OF AFFORESTATION ON HYDROLOGY AND DRAINAGE WATER QUALITY

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

Although afforestation has many environmental and economic benefits, it can have high impact on water yield due to the higher transpiration rates of trees compared to plants. This can raise concerns, especially in water-limited environments. The effects are important to understand because water availability and water quality decline have increasingly become a worldwide issue as human population rises.

Specific objectives of this project are to:

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

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ECOSYSTEM SERVICES

As part of our 2020 Sustainability Roadmap, we committed to recognizing the ecosystem services provided by our timberlands. To help us and our stakeholders understand the full range of values our timberlands offer, we developed a plan to measure and report against a comprehensive set of 18 ecosystem services our forests provide. We adopted the terminology used by the Millennium Ecosystem Assessment, which separates ecosystem services into four categories: [provisioning services](#), [regulating services](#), [supporting services](#) and [cultural services](#). Each of these describes different types of benefits nature provides to people.

We are measuring these services measured and reporting on them annually, beginning this year. This will allow us to gain valuable insight into the benefits provided by our lands. Some of these services already produce products and services with market value; some may provide opportunities for additional revenue or marketing potential; and some, although not measurable in dollars, will illustrate the range of values that accompany our managed forests. In all three cases, collecting and tracking this information is helpful for us to translate these benefits into value for our customers, communities and other interested stakeholders.

PROVISIONING

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

Ecosystem Service	Scale	Reporting Unit	2012 Value
Fiber - roundwood harvested	All Weyerhaeuser timberlands	Volume (thousands m <sup>3</sup> )	19,421
Food - mushrooms/berries	US West	# of acres covered by permits	1,024,498
Greenery	US West	# of acres covered by permits	778,605
		Tons sold for noble fir boughs	499
Livestock - grazing	Uruguay, Canada, and	acres of grazing leases	365,522



SUSTAINABILITY GOAL  
ECOSYSTEM SERVICES



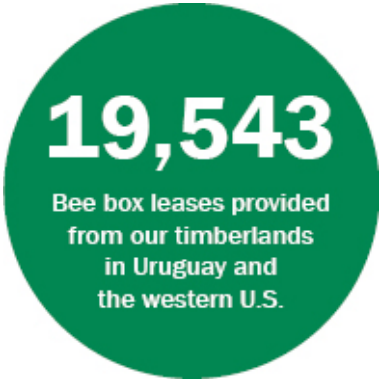
2020 GOAL  
We recognize the ecosystem services provided by our forests

	West		
Honey production	Uruguay and US West	# bee box (hive) leases	19,543
Biochemical - wood extractives	US South and Uruguay	# Tons of soap (potential) based on extractive supply	1,017,570
		# Gallons of turpentine (potential) based on extractives supply	126,240
		# Lbs harvested of turpentine (traditional method)	129,630
Fur production	Canada	# permits	300
Genetic resources (tree improvement)	All Weyerhaeuser timberlands	# improved seedlings planted	52,888,570

SUSTAINABILITY GOAL  
ECOSYSTEM SERVICES REVENUE



2020 GOAL  
We increase revenue from our ecosystem services & WY solutions

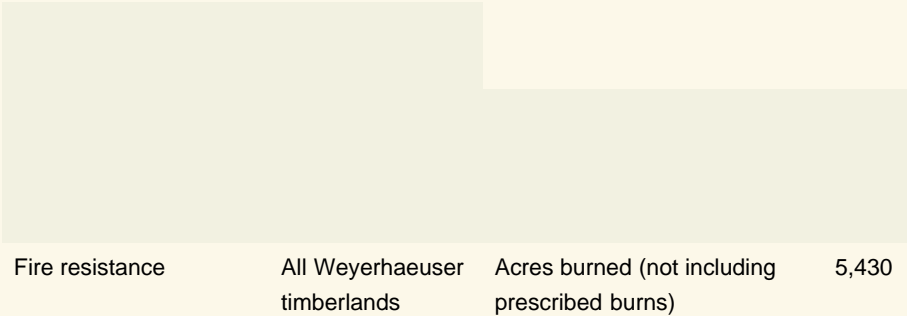


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REGULATORY

These services represent the ecosystem processes that are needed to maintain human health and ecosystem infrastructure. This category is often more difficult to quantify because the processes are intangible and are mostly considered public goods.

			2012
Ecosystem Service	Scale	Reporting Unit	Value
Water regulation (quantity and quality)	All Weyerhaeuser timberlands	Percent harvested area planted within 2 yrs;	99%
		Riparian buffer/perennial stream length (m2/m)*	160
		*Based on current public stream layer datasets.	

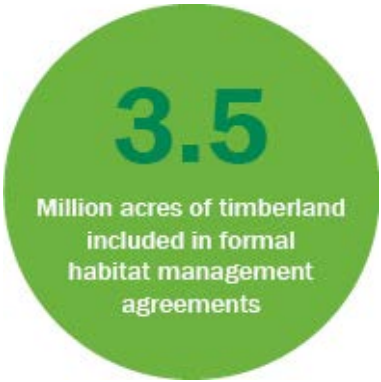


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SUPPORTING

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

Ecosystem Service	Scale	Reporting Unit	2012 Value
Habitat - protected	US and Uruguay	Acres, including biotopes, riparian buffers, and wetland mitigation banks	891,446
	Canada		4,954,400
Habitat - managed	US and Canada	Acres of early-successional habitat	2,725,920
		Acres of mid-successional habitat	10,218,300
Formal Habitat Management Agreements	US and Canada	Acres	3,515,250
Habitat - fish habitat/aquatics	US West	# upgraded stream crossings/drainage projects (cumulative)	1,472



Soil productivity	All Weyerhaeuser timberlands	Information from soil productivity research (updated annually)	<a href="#">See link</a>
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CULTURAL

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

Ecosystem Service	Scale	Reporting Unit	2012 Value
Hunting	US South	# people in hunt clubs	56,852
	US West	# of permits in game management units	61,174
Special sites	All Weyerhaeuser timberlands	# special sites	1,314
Education (school tours/groups)	US and Uruguay	# of visitors	162,110



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ADDITIONAL SERVICES

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

These additional services include the following:

- Oxygen production
- Natural Ppollination
- Genetic resources/germplasm preservation



- Biochemical
- Water purification
- Pest resistance
- Cultural- sense of place (grazing)
- Cultural- sense of place (first nation hunting grounds)

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## REFERENCES

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

## RELATED LINKS

[Learn about Weyerhaeuser Solutions.](#)

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RESPONSIBLE FIBER SOURCING

Internationally accepted standards give stakeholders an objective, third-party analysis to judge whether a company is following responsible, sustainable forestry practices and effectively managing its environmental impacts. We support the use of these standards, including having independent, external auditors verify a company's commitment to responsible sourcing. Our responsible fiber sourcing practices are guided by our [wood procurement policy](#) and implementation guidelines.

Questions about sustainable procurement have led organizations that buy wood and paper-based products to consider factors beyond the traditional attributes of price, service, quality and availability when making purchasing decisions. The environmental and social aspects of wood, pulp and paper products are becoming part of the purchasing decision.

We verify our commitment to responsible fiber sourcing through our certification to the Sustainable Forestry Initiative® 2010-2014 Standard. Through its fiber sourcing requirements, the SFI program stands apart from other independent forest certification programs by addressing the fact that all forest landowners — certified or not — play a critical role in the long-term health and sustainability of forests. Since close to 90 percent of the world's forests are not certified, we must show that the raw material in our supply chain comes from legal and responsible sources, whether the forests are certified or not. In North America, we promote responsible forestry by requiring forest landowners, from whom we buy wood fiber, to use best management practices and qualified logging professionals when harvesting. We share information and promote sustainable forest management with all individuals and businesses that supply us with wood,



[Raw Material Sources](#) ▼  
[Lacey Act](#) ▼

RAW MATERIAL SOURCES

Almost 61 percent of the logs and wood chips we use in our U.S. and Canadian operations come from certified forests. In the U.S., the uncertified portion of our supply comes mainly from small, family-owned forests and, in Canada, mainly from publicly owned forests that we manage under provincial government license.

In 2012, our U.S. and Canadian manufacturing facilities that use logs and chips as their raw

material consumed 11.8 million cunits of wood fiber (one cunit equals 100 cubic feet of solid wood).

RAW MATERIAL USE – WOOD FIBER					
Million cunits of logs or wood chips by our U.S. and Canadian facilities					
	2008	2009	2010	2011	2012
Volume of wood fiber used	15.6	9.8	10.8	11.4	11.8
Number of facilities	60	56	48	48	48
Data reflects the actual portfolio of operating facilities for each year, unlike our other environmental data on this website where we do not include data for operations that we sold or otherwise divested.					

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## LACEY ACT

In 2008, the United States amended its Lacey Act, a major initiative to combat global trafficking in “illegally taken” wildlife, fish and plants, including illegally sourced wood and products derived from wood. In 2013, the European Union implemented its Timber Regulation, which similarly makes it unlawful to trade in wood from illegal sources.

We support the Lacey Act and the EU regulations. It is our longstanding policy to ensure we and our sources comply with all laws and do not cause or encourage destruction of forest areas at risk of loss from unsustainable practices. We will not knowingly purchase or use wood, wood fiber or products for distribution that originate from illegal logging. We conduct due diligence and document the species and country of origin of our products on our Product Environmental Profiles

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## RELATED LINKS

- ["Read more about Sustainable Procurement of Wood and Paper-based Products: An Introduction", published by The World Business Council for Sustainable Development and the World Resources Institute](#)
- [Learn more about our Certification programs](#)
- [Learn more about our Supplier Code of Conduct](#)
- [Read about our Wood Procurement Policy](#)

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WOOD PROCUREMENT POLICY

It is our policy to work to ensure we and our sources comply with the law and do not cause or encourage destruction of forest areas at risk of loss from unsustainable practices. These areas are identified in guidelines issued under our Wood Procurement Policy, and include remaining natural forest in biodiversity hotspots and major tropical wilderness areas, defined as areas outside North America identified in Conservation International's conservation strategies as of July 1, 2002.

Within the regions in which we and our sources operate, we work with governments, environmental nongovernmental organizations, indigenous peoples and communities to identify and help protect forest areas that are priorities for conservation. In the United States and Canada, we also operate in conformance with the Sustainable Forestry Initiative® standard. When operations using the SFI standard are procuring externally sourced logs and chips for use in our manufacturing and chipping facilities or by our log customers, we operate in compliance with SFI's procurement principles and objectives.

This policy applies to all our employees accountable for harvesting or purchasing wood-based raw materials for resale or for use in our mills, including logs, chips, pulp and veneer, and for purchasing products for distribution. The SFI procurement provisions apply to employees accountable for purchasing logs and chips in operations covered by the SFI standard.

A few of the highlights in our policy include:

- We will not knowingly purchase wood, wood fiber, or products for distribution that originate from illegal logging We will not harvest or purchase wood, wood fiber, or products for distribution from forest areas at risk of loss as described in guidelines issued under this standard, unless the sources have been independently certified or verified as well managed.
- We will exercise due care to ensure that its sources meet this standard, including the use of third-party certification and other credible and transparent safeguards in countries lacking effective laws against illegal logging. We may, at our discretion, continue to work with sources that demonstrate their ability to come into compliance with this standard within an agreed-upon period of time.

[Read our full Wood Procurement Policy, including detailed implementation guidelines, here.](#)



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CERTIFICATION

We are committed to continuously improving how we manage our forests, conserve natural resources, and reduce waste and pollution. Like you, we want to ensure everyone can enjoy abundant forests, sustainable lifestyles and a healthy planet far into the future. We also believe all wood products should come from forests and manufacturers using sustainable practices.

FORESTS

Forest certification recognizes and confirms responsible forest management. It does this by setting out guidelines and expectations for how forestland should be managed. The standards are based on science and developed with input from social, environmental and economic interests. Certified forest land owners and managers verify they meet the standards through independent, third-party audits.

We strongly support the sustainable forest management standard of the Sustainable Forest Initiative®. All our timberlands in the U.S. and Canada are certified to SFI. With more than 200 million acres certified, SFI is the single largest forest certification standard in the world. We’ve chosen SFI because it allows us to offer a reliable supply of high-quality, certified products from well-managed forests at competitive prices. Read more about our [forest certification](#) program, including our support of the American Tree Farm System and the Programme for the Endorsement of Forest Certification.

We often receive questions about our ability to certify according to the Forest Stewardship Council. We use the FSC standard where it makes business sense (such as in Uruguay), but FSC’s standards are variable and generally not economically feasible where we own and manage forests. Read more about our support of multiple certification programs and our overall [certification strategy](#).

WOOD FIBER AND PRODUCTS

In addition to forest management, certification includes the complete supply chain from sourcing wood fiber to delivering products like lumber, books or diapers.

- **Wood Fiber:** Our certification to the SFI Certified Sourcing standard demonstrates that all our wood originates from legal and responsible sources. Read more about our [certified sourcing commitments](#).
- **Products:** Many of our customers want to use a label to describe the relationship between the products they sell and certified forests. We provide this information



through our [chain of custody certification](#).

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FORESTS

We are committed to demonstrating forest stewardship by certifying our timberlands to sustainable forestry standards. As part of our Sustainability Roadmap, we set a goal that at least 95 percent of our timberlands worldwide are certified to sustainable standards. As of July 2013, we achieved 100 percent timberland certification.

- 100 percent of our North American timberlands are independently certified as meeting the requirements of the Sustainable Forestry Initiative® standard.
- 100 percent of the land we manage in Uruguay is certified to the Uruguayan sustainable forestry standard (UNIT) and 11 percent is certified to both UNIT and the FSC South American plantation standard. UNIT is recognized by the Programme for the Endorsement of Forest Certification.
- Additionally, 97 percent of our timberlands operations have environmental management systems that are aligned with the ISO 14001 standard.

Forest certification is a global issue ▼  
Timberland certifications ▼

FOREST CERTIFICATION IS A GLOBAL ISSUE

As responsible stewards of forests worldwide, we need to ensure our forests are well-managed and validated through sustainable forestry certifications. Globally, forest certification is still quite low; only 10 percent worldwide. We are proud that all of our timberlands are 100 percent certified to sustainable forestry standards.

We strongly support the sustainable forest management standard of the Sustainable Forest Initiative. With more than 200 million acres certified, SFI is the single largest forest certification standard in the world. We’ve chosen SFI because it lets us offer a reliable supply of high-quality, certified products from well-managed forests at competitive prices.

To meet the needs of the many family forest owners who provide up to 60 percent of our wood fiber, we support the American Tree Farm System as the most effective forest management standard for certifying small forest landowners in the United States. When sourcing from non-certified landowners, our certification to the SFI Certified Sourcing standard requires the use of

SUSTAINABILITY GOAL  
TIMBERLANDS CERTIFICATION



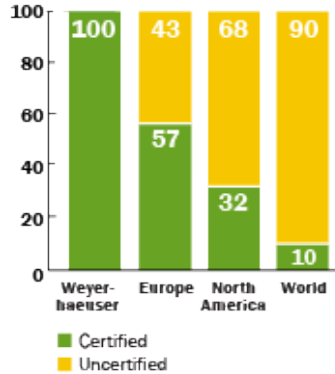
2012 PROGRESS: ACHIEVES

2020 GOAL  
At least 95 percent of  
our forests are certified



WEYERHAEUSER EXCEEDS  
FOREST CERTIFICATION  
AVERAGES

Certified forest as a percentage  
of total forests by region<sup>1</sup>



<sup>1</sup> UNECE/FAO Forest Products Annual  
Market Review, 2011–2012

best management practices, qualified logging professionals, and education to support protection of other resources such as water quality, wildlife habitat, biodiversity and unique cultural sites. Together, the SFI and American Tree Farm standards provide effective, complementary programs for promoting sustainable forestry.

We also support the Programme for the Endorsement of Forest Certification, an international umbrella organization for the assessment and recognition of national forest certification standards. It now endorses almost 40 sustainable forest management standards (including the Canadian Standards Association, Sustainable Forestry Initiative and American Tree Farm System), which account for more than 570 million acres of certified forestland. Globally, two-thirds of all certified forests are certified to PEFC. This global standard provides a respected and familiar label for our customers in Europe and Asia.

We often receive questions about our ability to certify according to the Forest Stewardship Council. We use the FSC standard where it makes business sense (such as in Uruguay), but FSC’s standards are variable and generally not economically feasible where we own and manage forests. Read more about our support of multiple certification programs and our overall [certification strategy](#).

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TIMBERLAND CERTIFICATIONS

TIMBERLANDS CERTIFICATIONS				
Canada	Province	Acres	Hectares	Total %
		(millions)	(millions)	Certified SFI
Land under long-term license	Alberta	5.3	2.1	100%
	British Columbia	1.0	0.4	100%

	Ontario	2.6	1.0	100%
	Saskatchewan	5.0	2.0	100%
	<b>Total</b>	<b>13.9</b>	<b>5.5</b>	<b>100%</b>
<b>United States</b>	<b>State</b>	<b>SFI</b>		
Land owned or under long-term lease	Alabama	0.55	0.22	100%
	Arkansas	0.57	0.23	100%
	Louisiana	1.02	0.41	100%
	Mississippi	0.80	0.33	100%
	North Carolina	0.55	0.22	100%
	Oklahoma/Texas	0.55	0.22	100%
	Oregon	1.27	0.51	100%
	Washington	1.33	0.54	100%
	<b>Total</b>	<b>6.6</b>	<b>2.67</b>	<b>100%</b>
<b>International</b>	<b>Country</b>	<b>FSC and/or PEFC</b>		
Land, including joint ventures, owned or under long-term lease	Uruguay	0.32	0.13	100%
<b>All timberlands</b>	<b>Grand Total</b>	<b>20.8</b>	<b>8.4</b>	<b>100%</b>

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CHAIN OF CUSTODY CERTIFICATION

Chain of custody is used to track information about a mill's sources of wood fiber from certified forests and their fiber allocation to products. Our top management is committed to implementing and maintaining the chain-of-custody requirements in accordance with the applicable standard(s).

Chain of custody is often misunderstood to mean a product's content comes from a certified forest. Instead, the norm for tracing and labeling certified forest products uses a credit-based method of accounting. At Weyerhaeuser, this means we track the volume of raw material from certified forests coming into our mills and label a proportionate amount of product leaving the mill over a period of time, usually 12 months. The labeled product can come from any of our sources, so we are careful not to claim a product's content comes from a certified forest.

We use multiple chain-of-custody standards to meet varied customer needs. We have installed chain-of-custody certification at all our cellulose fibers pulp mills, several softwood lumber mills and other selected manufacturing facilities. See our [complete chain-of-custody certificates here](#).

In addition to tracking volumes of raw material from certified forests, chain-of-custody systems have requirements to ensure non-certified raw material comes from legal and responsible sources, as defined by each standard. All our chain-of-custody systems are independently audited every year.

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SUSTAINABILITY GOAL

PRODUCT LABELING



2012 PROGRESS: ACHIEVES

2020 GOAL

We certify and label all our forest products

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CERTIFIED SOURCING

We certify all our manufacturing facilities and label all the forest products we produce in North America to the Sustainable Forestry Initiative® Certified Sourcing Standard. This demonstrates that we know the area our wood comes from and that it comes from legal and responsible sources.

Using this standard, we also demonstrate to our customers that we work with all our suppliers — the majority of whom are family forest owners — to encourage sustainable forest management on both certified and non-certified forest land supplying our mills.

The majority of our wood supply comes from certified forests, both from our own timberlands (31 percent) and other certified forests (30 percent). The remainder (39 percent) comes from small, non-certified forests, where we focus on our promotion of sustainable forestry.

PROMOTING SUSTAINABLE FORESTRY

The Sustainable Forestry Initiative standard, unique among certification systems, requires manufacturers to reach out to non-certified wood suppliers, most of whom are family forest owners, and educate them about sustainable forestry. We require the use of best management practices by our log suppliers. These practices, developed state by state, specify proper techniques for protecting resources such as water quality and wildlife habitat.

We promote sustainable forestry practices among those owners who have not yet pursued certification. In the United States, much of our fiber comes from family forest owners for whom formal certification is a major hurdle.

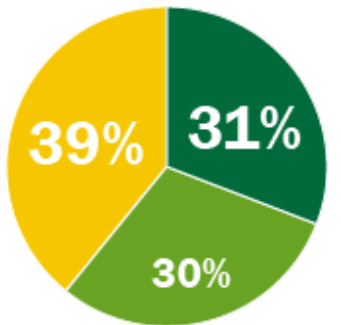
The SFI standard also promotes the use of professionally trained loggers. In the U.S., 96 percent of our wood fiber is harvested and delivered by professionally trained loggers.

In 2012:

- We purchased wood directly from 1,646 private forest owners and provided them with information on reforestation and best management practices.
- We provided information on reforestation and best management practices to 3,927 indirect suppliers, such as loggers who supply logs to third-party sawmills that sell their residual chips to us.
- We communicated our procurement policies to loggers, chip suppliers, wood dealers and other raw-material suppliers.

61 PERCENT OF OUR LOG AND CHIP SUPPLY COMES FROM CERTIFIED FORESTS

North America



■ Certified from Weyerhaeuser timberlands  
■ Certified from other forests  
■ Not certified

In the United States, we provided information about sustainable forestry to more than 1,600 family forest owners. About 585 of these owners—who manage a total of more than 118,000 acres—participated in our Land Owner Assistance Program. In 2012, we helped these owners develop forest-management plans, provided 1.2 million seedlings at no cost, and helped regenerate 1,964 acres through planting and 3,085 acres through natural regeneration.

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FACILITIES CERTIFICATIONS

- Cellulose Fibers – Absorbent Pulps ▼
- Cellulose Fibers – Papergrade Pulps ▼
- Cellulose Fibers – Liquid Packaging Board ▼
- NORPAC (North Pacific Paper Corporation) – Newsprint, printing & publishing papers ▼
- Wood Products – Softwood Lumber ▼
- Wood Products – Plywood/Veneer ▼
- Trus Joist® I-Joist ▼
- Trus Joist® Microllam® and Parallam® PSL ▼
- TimberStrand® and OSB ▼

CELLULOSE FIBERS – ABSORBENT PULPS

Facilities	Certification	Certificate #	Expiration Date
Columbus, MS	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048283</a>	12-13-2013
	Cellulose Fibers	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	Modified Fibers	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
New Bern, NC	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016
Flint River, GA Pt. Wentworth, GA	SFI Forest Management & Certified Sourcing	<a href="#">4Z112-SF7</a>	2-4-2016
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016

CELLULOSE FIBERS – PAPERGRADE PULPS

Facilities	Certification	Certificate #	Expiration Date
Columbus, MS	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048283</a>	12-13-2013
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016
Grande Prairie, AB	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0068742</a>	2-4-2016
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016
Pt. Wentworth, GA	SFI Forest Management & Certified Sourcing	<a href="#">4Z112-SF7</a>	7-30-2015
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016

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CELLULOSE FIBERS – LIQUID PACKAGING BOARD

Facilities	Certification	Certificate #	Expiration Date
Longview, WA	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048284</a>	9-26-2013
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016



NORPAC (NORTH PACIFIC PAPER CORPORATION) – NEWSPRINT, PRINTING & PUBLISHING PAPERS

Facilities	Certification	Certificate #	Expiration Date
Longview, WA	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048284</a>	9-26-2013
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016

WOOD PRODUCTS – SOFTWOOD LUMBER

WOOD PRODUCTS – SOFTWOOD LUMBER MILLS WITH CHAIN OF CUSTODY			
Facilities	Certification	Certificate #	Expiration Date
Southern mills Millport, AL Bruce, MS Philadelphia, MS Greenville, NC New Bern, NC	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048283</a>	12-13-2013
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016
Western mills Cottage Grove, OR Santiam, OR Raymond, WA Longview, WA	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048284</a>	9-26-2013
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016
Canadian mills Drayton Valley, AB	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0068742</a>	2-4-2016
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018

Grande Prairie, AB	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
Princeton, BC			
WOOD PRODUCTS – SOFTWOOD LUMBER MILLS WITHOUT CHAIN OF CUSTODY			
Facilities	Certification	Certificate #	Expiration Date
<b>Southern mills</b>	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048283</a>	12-13-2013
Dierks, AR			
Dodson, LA			
Holden, LA			
Plymouth, NC			
Idabel, OK			

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WOOD PRODUCTS – PLYWOOD/VENEER

Facilities	Certification	Certificate #	Expiration Date
<b>Southern mills</b>	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048283</a>	12-13-2013
Emerson, AR			
Zwolle, LA			
<b>Western mill</b>	SFI Forest Management & Certified Sourcing	<a href="#">CERT-0048284</a>	9-26-2013
Foster, OR			

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TRUS JOIST® I-JOIST

Facilities	Certification	Certificate #	Expiration Date
Natchitoches, LA	SFI Forest Management & Certified Sourcing	<a href="#">4Z531-SP4</a>	9-14-2017
Eugene, OR			

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TRUS JOIST® MICROLLAM® AND PARALLAM® PSL

Facilities	Certification	Certificate #	Expiration Date
Natchitoches, LA Eugene, OR Buckhannon, WV Vancouver, BC	SFI Certified Sourcing	<a href="#">4Z531-SP4</a>	9-14-2017

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TIMBERSTRAND® AND OSB

Facilities	Certification	Certificate #	Expiration Date
<b>TimberStrand®</b> Kenora, ON	SFI Certified Sourcing	<a href="#">CERT-0068742</a>	2-4-2016
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
	FSC Chain of Custody	<a href="#">QMI-COC-001330</a>	6-14-2016
	FSC Controlled Wood	<a href="#">QMI-CW-001330</a>	6-14-2016
<b>Canadian OSB</b> Edson, AB Hudson Bay, SK	SFI Certified Sourcing	<a href="#">CERT-0068742</a>	2-4-2016
	SFI Chain of Custody	<a href="#">SAI-SFICOC-013349</a>	5-13-2018
	PEFC Chain of Custody	<a href="#">SAI-PEFC-013349</a>	5-12-2018
<b>Eastern US OSB</b> Grayling, MI Elkin, NC Sutton, WV	SFI Certified Sourcing	<a href="#">4Z112-SF7</a>	7-30-2015
<b>Southern US OSB</b> Arcadia, LA	SFI Certified Sourcing	<a href="#">CERT-0048283</a>	12-13-2013

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CERTIFICATION STRATEGY

Our timberlands are certified to third-party standards and we label our products to show the wood fiber is from responsible sources. In North America, we’ve chosen the Sustainable Forestry Initiative® standard. At 200 million acres, SFI is the single largest forest certification system in the world. It allows us to offer our customers a reliable supply of high-quality products at competitive prices, certified to a consistent, globally recognized standard.

We also buy wood from other lands. In the United States, two-thirds of the commercial forest land is owned by 10 million individuals and families, and it is not commonly certified. We support two programs to fill this gap. First, we support the American Tree Farm System, the oldest and most popular program in the world targeted at family forest owners. We have a purchasing preference for Tree Farm-certified wood and help bring landowners located near our mills into that system.

Second, the Sustainable Forestry Initiative’s certified sourcing program is especially strong in promoting good forest practices on the remaining uncertified lands. Under this program, we:

- Use loggers trained under SFI-supported programs.
- Engage in outreach and education with forest owners on sustainable forestry practices, including reforestation and protection of wildlife habitat and biodiversity.
- Support scientific research on sustainable forestry practices.
- Require our suppliers to use best management practices. This means leaving buffers of trees along streams, building good roads and using the right equipment and timing to protect soils.

No competing forest certification system delivers a comparable level of environmental protection throughout the supply chain.

We have land in Uruguay certified to the Forest Stewardship Council standard and the Uruguayan National Standard, which is endorsed under the Programme for Endorsement of Forest Certification. We use the FSC standard in Uruguay because it is commercially reasonable and widely used in that country. FSC standards are highly variable, however. The versions that apply to our timberlands in the U.S. are not economically competitive and have little comparable uptake.

Our decision to choose the SFI standard has strong support from our customers and our SFI-certified products are in demand from major manufacturers and retailers throughout the world. Like us, our customers see third-party certification as an important tool: it’s about promoting sustainable forestry, not one brand.



We also believe the existence of multiple certification programs offers several advantages, as long as they all support practical, scientifically sound and harmonized standards.

- Multiple programs can encourage greater use of responsible practices across the world. With only 10 percent of global forests certified, achieving certification and responsible management of the other 90 percent depends in part on standards that align with the cultures, governance and economic systems of the countries or regions where the programs are implemented.
- Different programs can accommodate the different situations, resources and needs of a variety of forest owners, including government, private companies and individual families. They can also recognize and align with existing regulatory and legal infrastructures.
- Multiple programs give manufacturers and their customers greater flexibility in meeting the demands of consumers.
- Competition is healthy and helps to ensure vital and continuously improving programs over time.

This [recent article from Forbes](#) provides a good assessment of the need for multiple sustainable forestry standards.

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PRODUCT STEWARDSHIP

We are uniquely qualified to achieve our vision — delivering superior sustainable solutions to the world — by addressing society’s needs with products made from trees, a remarkable renewable resource.

Trees use sunlight, carbon dioxide and water to grow. We use innovation and long-term planning to help our trees grows straighter and stronger, and to yield more and better trees on the land we manage. Managed well, this vast resource can be responsibly used to provide shelter, create green energy and make lives more comfortable for centuries to come.

As we develop new products, we take health, safety, legal, regulatory and environmental issues into account by identifying potential concerns and mitigating or resolving any issues before commercializing a product. Core to our business is the responsibility to ensure that our products are safe and healthy for the people who make and use them and for the planet from which we source our materials.

- Our Product Stewardship Policy guides our development of new products and redesign of existing products. [Read more about the policy and its implementation.](#)
- To educate and inform our customers and other stakeholders about the environmental aspects of our products, we create Product Environmental Profiles that include information such as greenhouse gas emissions and water use associated with each product. [Read more about the methodology behind these profiles and view our most recent PEPs.](#)
- We know that product advertising and marketing is complex in today's world. We believe it is our responsibility to provide accurate and truthful information about our products so that consumers and customers are clear about the benefits and impacts of our products. We also take seriously the need to report on our product compliance with current regulations. [Read more about our commitment to responsible marketing and product compliance related to the environmental aspects of our products.](#)
- We are committed to providing information that allows our customers and end users to handle and use our products safely. We provide [easy online access to material safety data sheets for all of our products](#). We are in the process of changing our system to align with the Globally Harmonized System of Classification and Labeling of Chemicals. Our products will be classified and corresponding safety data sheets and labels will be completed by June 2015.



RELATED LINKS

[Learn more about our chain of custody certification program](#)

[Learn more about our diverse range of products](#)

[Learn more about some of the new products we are developing in partnership with other companies](#)

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PRODUCT STEWARDSHIP POLICY

We are committed to ensuring products are made with sustainable resources. We are guided by our Product Stewardship Policy, which states our commitment to integrate environmental, health and safety considerations into our products, from product design to end of life.

Our Product Stewardship Policy states our commitment to integrate environmental, health and safety considerations into our products, from product design to end of life.

We believe that implementation of this policy will reduce risk and liability, promote compliance with applicable regulations and deliver sustainable products to the marketplace. Below are a few highlights, or the [full policy can be read here](#).

We conduct our company activities to:

- Comply with applicable laws, regulations and company policies.
- Assess significant potential health, safety, environmental and related regulatory risks for materials incorporated into our products.
- Support research and testing on the health, safety and environmental impacts of our products and processes as indicated by a risk assessment.
- Consider environmental, health and safety aspects when assessing new or modified products over the product life-span, including development, raw material sourcing, manufacture, transport, marketing, use, recycling and disposal.
- Communicate accurately about product attributes, including product handling and use under foreseeable conditions, through material safety data sheets (MSDS), labeling and product information. Retain sufficient documentation to support this policy.

Our leaders and employees are responsible for understanding and ensuring compliance with this policy, assigning accountable managers, engaging relevant subject matter experts, and ensuring training and resources are available.



SUSTAINABILITY GOAL  
PRODUCT STEWARDSHIP



2012 PROGRESS: ACHIEVES

2020 GOAL  
We implement a product  
stewardship policy

Last updated July 3, 2013

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PRODUCT ENVIRONMENTAL PROFILES

Providing accurate, up-to-date information about the sustainability aspects of our products is one step toward helping our customers and other interested parties make informed purchasing decisions. We provide Product Environmental Profiles that summarize the environmental attributes of our products, from raw material sourcing to manufactured product (also called “cradle-to-gate”). These profiles are intended to inform our customers and answer their questions about key environmental indicators including partial carbon footprint, fiber sourcing, air emissions, water use, water discharges, and residuals management.

We have Product Environmental Profiles for some of our most popular products and develop additional profiles as needed.

- Cellulose Fibers: Absorbent Pulp
- Cellulose Fibers: Papergrade Pulp
- NORPAC Newsprint, printing and publishing papers
- Liquid Packaging Board
- Trus Joist® TJ® Joist
- Trus Joist® and Weyerhaeuser Strand Products
- Trus Joist® Microllam® LVL and Parallam® PSL
- Softwood Lumber

Our [Product Environmental Profile Methodology](#) contains more information about the parameters included in the profiles and how they are calculated.

ENVIRONMENTAL PRODUCT DECLARTIONS

Life Cycle Assessment is a methodology to quantify the internationally recognized environmental impacts and energy consumption data of a product or service for some or all of a specified portion of a products’ life-cycle. Environmental Product Declarations are the standardized (ISO 14025) way to communicate LCA results about a particular product or service. In May 2013, the American Wood Council and Canadian Wood Council issued cradle-to-gate EPDs on LCA information modules for the life-cycle that includes raw material extraction through the manufacturing process. [The EPDs for four wood products are: Softwood Lumber, Softwood Plywood, Oriented Strand Board, and Glue Laminated Timbers.](#) These are third-party verified by UL Environment and are based on life cycle assessment results from for North American wood products data.

Our relevant products fall under the scope of these North American EPDs. We will still issue



SUSTAINABILITY GOAL  
PROMOTING SUSTAINABILITY



2012 PROGRESS: ACHIEVES

2020 GOAL  
We educate customers about why our products are sustainable

Product Environmental Profiles, which provide estimates of cradle to gate life cycle emissions specific to our mills, but are not third-party verified as EPDs

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RESPONSIBLE MARKETING AND COMMUNICATIONS

We know product advertising and marketing is complex in today's world. We believe it is our responsibility to provide accurate and truthful information about our products so that consumers and customers are clear about the benefits, and impacts, of our products.

Responsible Marketing and Communications ▼  
Product Compliance ▼

RESPONSIBLE MARKETING AND COMMUNICATIONS

Our policy in advertising and marketing is to comply with all applicable laws in the country where we are communicating. We apply worldwide the practices adopted in guidelines issued by the U.S. Federal Trade Commission. The FTC regulates advertising in the United States, with the goal of preventing consumer deception. In late 2012, the FTC updated its *Guidelines for the Use of Environmental Marketing Claims*, commonly known as the FTC's "Green Guides." The revised guide reflects a wide range of public input, including hundreds of consumer and industry comments on previously proposed revisions. The Green Guides explain FTC interpretations of federal advertising law. They also influence court decisions, state regulation of advertising, Better Business Bureau responses to complaints about advertising, and challenges to "green marketing" claims.

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

We are also a founding member of the Keystone Center's Green Products Roundtable. Roundtable members include experts on green labels, standards, and marketing, retailers and product manufacturers, government agencies, and environmental and other non-governmental organizations. Their mission is to reduce confusion in the "green" marketplace and improve production and buying decisions of product manufacturers, institutional purchasers, and consumers. The Roundtable recently formed the Sustainable Purchasing Council, a soon-to-be-launched non-profit organization, whose mission is to support and recognize leadership in strategic institutional purchasing that shifts industry supply chains toward a prosperous and sustainable future.



## PRODUCT COMPLIANCE

Our commitment to product responsibility starts with complying with all applicable regulations, including the following areas:

- We have staff in our businesses and law department with expertise on consumer protection and advertising law. We train our business marketing managers to comply with applicable laws and policies, including the Green Guides, and regularly conduct centralized reviews of selected advertising and marketing materials, especially if they involve environmental marketing claims.
- We work to ensure our food-contact packaging materials comply with the federal Food, Drug and Cosmetic Act regulations.
- REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) is a chemical regulation adopted by the European Union in December 2006. We are affected by this regulation, because it applies to the products we export directly into the EU or where we sell products to non-EU customers who then use our products in their sales to the EU. Our cellulose fibers business (CAS #65996-61-4) is exempt from REACH per Annex IV of the regulation.
- [We inform customers](#) of the potential hazards of products as required under California Proposition 65.
- We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services. Additionally, we believe we did not sell products banned in any markets.

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MATERIAL SAFETY DATA SHEETS

We are committed to ensuring that our products are safe for our employees and our customers. We provide easy access to material safety data sheets for all of our products. Please use the form below to contact us if you have any questions.

ID#	Product Name
<a href="#">WC 406-04</a>	3rd Generation CS10 Pulp
<a href="#">WC 186-21</a>	Bleached Kraft Pulp
<a href="#">WC S186-21</a>	Bleached Kraft Pulp (GHS)
<a href="#">WC 404-04</a>	CMC535
<a href="#">WC 316-12</a>	Creosote Treated Parallam PSL
<a href="#">WC 088-15</a>	Crude Sulfate Turpentine
<a href="#">WC 086-12</a>	Crude Tall Oil
<a href="#">WC 288-11</a>	CS10 Pulp
<a href="#">WC 443-02</a>	Fly Ash - Kenora
<a href="#">WC 225-14</a>	FR480, NB480
<a href="#">WC 291-07</a>	Green Douglas Fir Lumber - Mycostat Treated
<a href="#">WC 414-02</a>	HI-Clear Treated Products
<a href="#">WC 447-04</a>	Kraft Lignin
<a href="#">WC 292-03</a>	Liquid Packaging Board - Coated
<a href="#">WC 450-00</a>	Liquid Packaging Board - Uncoated
<a href="#">WC 413-04</a>	LUMIN Plywood
<a href="#">WC 312-09</a>	Microllam Laminated Veneer Lumber (LVL) and/or Parallam Parallel Strand Lumber (PSL)
<a href="#">WC 067-09</a>	Newsprint
<a href="#">WC 457-03</a>	Parallam Plus PSL (CA-C)
<a href="#">WC 311-12</a>	Parallam Plus PSL (CCA)
<a href="#">WC 449-03</a>	Pearl 429 and Awayuki 429 Kraft Pulp (Cellulose)

<a href="#">WC 439-04</a>	Pearl 428 and Awayuki 428 Kraft Pulp (cellulose and specialty additive)
<a href="#">WC 301-12</a>	Plywood
<a href="#">WC 488-00</a>	Southern Pine Lumber - AntiBlu Treated
<a href="#">WC 384-02</a>	Specialty Pulp: FR120
<a href="#">WC 501-01</a>	THRIVE Composites
<a href="#">WC 313-08</a>	TimberStrand LSL, TJO Joist, iLevel Shear Brace
<a href="#">WC 321-07</a>	TJI Joist
<a href="#">WC 496-00</a>	TJI Joist with Flak Jacket Protection
<a href="#">WC 446-01</a>	Unbleached Pulp
<a href="#">WC 432-01</a>	Wet Lap
<a href="#">WC 203-27</a>	Weyerhaeuser Edge and Edge Gold
<a href="#">WC 492-01</a>	Weyerhaeuser Insulated Rimboard
<a href="#">WC 490-01</a>	Weyerhaeuser Insulated Structural Corner
<a href="#">WC 491-01</a>	Weyerhaeuser Insulated Structural Header
<a href="#">WC 485-03</a>	Weyerhaeuser OSB Sheathing
<a href="#">WC 337-11</a>	Weyerhaeuser RBS Roof Sheathing
<a href="#">WC 335-11</a>	Wood and Wood Dust (Without Chemical Treatments or Resins/Adhesives)
<a href="#">WC 453-01</a>	Writing and Printing Paper
<a href="#">WC 315-11</a>	Zinc Borate-treated TimberStrand

CONTACT US

Have questions about our Material Safety Data Sheets?

Please complete the form below and click submit.

Required Information\*

First name\*

Last name\*

Company Name\*

Address 1\*



**Address 2**

**City\***

**State/Province\***

**Zip/Postal Code\***

**E-mail\***

**Telephone Number\***

**Fax Number**

**Information Request\***



For security reasons, please enter the characters shown above:



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GREEN BUILDING

Green building focuses on how effectively structures and the sites they are built on use energy, water and materials. This includes every step of the building process, as well as ongoing requirements during a structure’s life.

We believe that wood is synonymous with green building. A common method for comparing environmental performance among green building materials is called life-cycle assessment. Life-cycle assessments are cradle-to-grave analyses to determine the total environmental effect from resource extraction, to conversion for finished use, to demolition and disposal.

Independent life-cycle assessments conducted by outside organizations and consortiums show that wood requires less energy to produce – and provides better insulation from cold and heat – than alternative materials.

The [Consortium for Research on Renewable Industrial Materials](#) found that in a typical home, wood construction generates fewer air pollutants and offers the following advantages:

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

In addition to making wood products from [sustainably managed forests, that store carbon during their useful life and limit the amount of carbon dioxide in the atmosphere](#), we support green building efforts in the following ways:

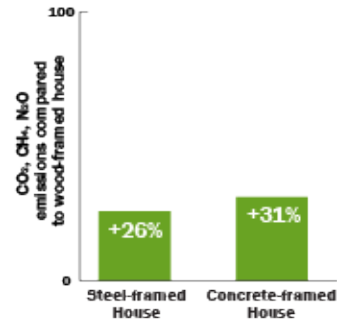
- Our wood products business offers [several solutions to meet the needs of builders committed to green construction](#).
- Our five [homebuilding subsidiaries are at the forefront of building energy-efficient homes](#), reducing water use and introducing other green features that consumers now expect in newly built homes.
- We support [voluntary, consensus-based green building standards](#) that incorporate life-cycle assessment and specify wood products from certified sources.

We also provide [product environmental profiles](#) that we update annually. We employ a “cradle-to-gate” method of analysis, which means we examine the environmental effect of raw material extraction through production to the point of shipment from the manufacturing facility.

RELATED LINKS



WOOD PRODUCTS HAVE LOW EMBODIED GREENHOUSE GAS EMISSIONS<sup>1</sup>



<sup>1</sup> Consortium for Research on Renewable Industrial Materials, Report on Environmental Performance Measures for Renewable Building Materials

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

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GREEN BUILDING PRODUCTS

Our [Wood Products](#) business, offers several solutions to meet the needs of builders committed to green construction. Most products and services are eligible for points under major green-building standards. Also available are leading products, software and support services for builders to help them meet the requirements of these standards, including ENERGY STAR®.

ENERGY-EFFICIENT MATERIALS AND TECHNIQUES

We make it easy for builders to construct homes using more energy-efficient materials and techniques. In 2011, we introduced the Insulated Series in select markets to help meet the new 2011 federal ENERGY STAR® Homes and 2009 International Energy Conservation Code. This integrated set of preassembled headers, rim board and corners deliver higher insulating values, reduce thermal bridging and optimize materials and labor.

We also promote innovative construction techniques, such as NextPhase® Site Solutions, which can reduce jobsite waste by up to 50 percent by optimizing design, material cuts and assembly. Builders using NextPhase can receive credits under major green building standards, including the National Green Building Standard™ and LEED® for Homes.

NATIONAL ASSOCIATION OF HOME BUILDERS "GREEN" DESIGNATION

Our entire wood products line was the first to receive a "green" designation from Home Innovation Research Labs™ (formerly the National Association of Home Builders Research Center) and was certified in early 2009 for use under the National Green Building Standard™. Green credits are pre-approved by Home Innovation Labs and then a certificate is given to builders as proof of the green characteristics of our wood products. The builder can use those certificates with code authorities and others to obtain 'green' designations. As this standard continues to grow in popularity, we are proud to have been one of its earliest supporters and adopters.

PRODUCT LINE CERTIFICATION

We were the first manufacturer to have our entire wood products line independently certified for sustainability by the ICC Evaluation Service® under its innovative SAVE™ Program (Sustainable Attributes Verification and Evaluation).

The certification, first achieved in September 2009, includes verification of sustainable sourcing



and production, as well as an evaluation of how wood products solutions can be eligible for points under major green building standards, including the NAHB/ICC® National Green Building Standard, the 2010 California Green Building Standards Code (CALGreen), Green Globes™ and several of the U.S. Green Building Council's LEED® versions, including:

- LEED for Homes 2008
- LEED 2009 for New Construction and Major Renovations
- LEED 2009 for Schools
- LEED 2009 for Core and Shell Development
- LEED 2009 for Commercial Interiors
- LEED for Existing Buildings 2008

The ICC-ES SAVE certification introduces a common standard for green-building eligible products and simplifies the green building process for builders using our wood products. We also offer companion software programs and support services to further improve structural frame efficiency and minimize waste.

**RELATED LINKS**

[Read more about terms and tips for environmentally responsible building](#)

[Learn more about how our products contribute to sustainability and green building](#)

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GREEN HOMEBUILDING

[Weyerhaeuser Real Estate Company's](#) five homebuilding subsidiaries are at the forefront of building energy-efficient homes, reducing water use and introducing other green features that consumers now expect in newly built homes.

- [LivingSmart® ▼](#)
- [Home Energy Efficiency ▼](#)
- [Our Homebuilders ▼](#)

LIVINGSMART®

Our LivingSmart® program is a comprehensive approach to responsible development and high-performing homes designed to generate cost savings for our customers. LivingSmart homes have a combination of features that create energy efficiencies, conserve resources, improve air and water quality, and minimize water consumption. LivingSmart homes are designed to exceed local building codes with such attributes as:

- Resource-efficient engineered wood, including Weyerhaeuser Wood Products
- Low VOC insulation, grout, adhesives, and interior paint to contribute to better indoor air quality
- Radiant barrier roof sheathing to reflect heat away from the attic
- Energy-efficient HVAC systems with sealed ducts
- Certified, third-party inspections to verify above code energy efficient design and quality installation practices
- Low-E spectrally selective glass windows, which reduce heat and ultraviolet rays and provide optimal insulation
- Programmable thermostat with multiple time and temperature settings
- Plush, stain-resistant carpeting made from 100 percent recycled soda bottles
- Convenient recycling center discreetly housed in kitchen cabinet
- High water efficiency showerheads, toilets and WaterSense® labeled faucets, dramatically cutting water usage while maintaining desired water pressure
- High-performance insulated siding to improve energy efficiency

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LIVING  
SMART®

SUSTAINABILITY IN ACTION



HOMES AND HERS  
Scoring happy customers by  
getting lower scores

[▶ READ THE STORY](#)



## HOME ENERGY EFFICIENCY

As part of our Sustainability Roadmap, we set a goal to educate customers about the sustainability aspects of our products. To help meet this goal, in 2012, each homebuilding subsidiary began using the [Home Energy Rating System](#) established by the Residential Energy Services Network as a measure of home energy efficiency.

A home built to the specifications of the HERS Reference Home (based on the 2006 International Energy Conservation Code) qualifies for a HERS Index of 100, whereas a net zero energy home qualifies for a HERS Index of zero. Lower HERS Index ratings indicate high energy efficiency. Each one-point decrease in the HERS Index corresponds to a one percent reduction in energy consumption compared to the HERS Reference Home. Thus, a home with a HERS Index of 80 is 20 percent more energy efficient than the HERS Reference Home.

The 2012 average HERS score among all five homebuilders was 70, indicating that our homes are 30 percent more energy efficient than the HERS reference home.

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## OUR HOMEBUILDERS

For more information about each of our homebuilders, please click on the following links:

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

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GREEN BUILDING STANDARDS

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

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

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

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

NAHB NATIONAL GREEN BUILDING STANDARD

The National Association of Home Builders' National Green Building Standard is a voluntary standard designed for mainstream homebuilders. It was approved by the American National Standards Institute, making it the first green building standard to receive such approval.

The development of the National Green Building Standard was a joint effort between the International Code Council and the NAHB. The standard, referred to as ICC 700-2008, applies to all residential construction work in the U.S., including single-family homes, apartments and condos. It gives credits for wood and wood-based materials and products certified to all credible third-party forest certification programs, including the American Tree Farm System and the Sustainable Forestry Initiative®. It also includes life cycle analysis and uses the widely adopted 2009 International Energy Conservation Code for benchmarking energy efficiency requirements.

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

One of our homebuilding subsidiaries, Winchester Homes, acted as a consensus committee member and task group chair for updating the National Green Building Standard.



## GREEN GLOBES

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

## LEED

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

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CLIMATE CHANGE

Scientific evidence shows that changes in the climate can be linked to increased greenhouse gasses in the atmosphere, caused largely by the burning of fossil fuels.

We believe we’re in a unique position to address the challenges posed by climate change, from our sustainable forest management practices to the carbon-storing products we make. We also have long-term strategies in place to decrease our greenhouse gas emissions, improve efficiencies and further reduce our impact.

Our strategies include:

- [Reducing greenhouse gas emissions 40 percent by 2020.](#)
- Optimizing the use of [carbon-neutral biomass fuels](#) and co-generation systems to meet mill energy needs.
- Increasing [energy efficiency](#) in our manufacturing processes.
- Producing [products that store carbon and are replacements for petroleum-derived products.](#)
- [Assessing how climate change might affect](#) our ability to commercially grow trees in our current geographies, due to severe weather or other natural events capable of affecting our assets — standing timber and manufacturing facilities.
- [Exploring new business opportunities](#) to leverage our expertise in commercial forest management, raw material procurement and manufacturing to deliver economic, social and environmental value for other companies.

We are also active in the policy discussion regarding [climate change and renewable energy](#) and are a long-time responder to the [CDP Climate Change](#) questionnaire.



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GREENHOUSE GAS INVENTORY

Globally, the amount of greenhouse gases in the atmosphere has steadily increased, leading to rising temperatures and a changing climate. The presence of these gases, such as carbon dioxide, is largely due to burning fossil fuels. At Weyerhaeuser, we are doing our part to mitigate climate change by reducing our greenhouse gas emissions, using carbon-neutral biomass energy and removing carbon dioxide from the atmosphere through our trees.

- Reducing greenhouse gas emissions ▼
- We contribute positively to climate change mitigation ▼
- Greenhouse gas inventory methodology ▼

REDUCING GREENHOUSE GAS EMISSIONS

We have a companywide goal to reduce our greenhouse gas emissions 40 percent by 2020, compared to 2000 levels. By the end of 2012, our total greenhouse gas emissions decreased by 28 percent compared to our base year. 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.

Given our recent increase in production, our 2012 total emissions (also called absolute emissions) increased slightly (3 percent) compared to last year. Even with the increase in production, however, we were able to reduce our greenhouse gas intensity (greenhouse gas emissions per metric ton of production) by 9 percent.

TOTAL GREENHOUSE GAS EMISSIONS

In million metric tons CO<sub>2</sub>e

	2000 (baseline year)	2008	2009	2010	2011	2012
Direct (Scope 1) GHG emissions	2.05	1.56	1.32	1.42	1.38	1.43
Indirect (Scope 2) GHG emissions	1.67	1.51	1.16	1.21	1.21	1.24

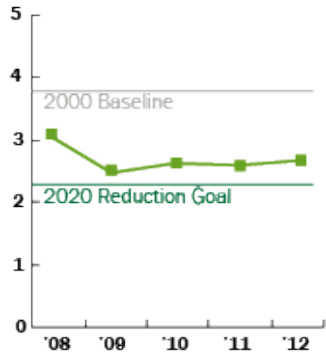
SUSTAINABILITY GOAL  
GREENHOUSE GAS EMISSIONS



2012 PROGRESS: ACHIEVES

2020 GOAL  
We reduce our GHG emissions  
by 40% from 2000 levels

TOTAL GREENHOUSE  
GAS REDUCTION  
(in million metric tons CO<sub>2</sub>e)



Total GHG Emissions	3.72	3.07	2.47	2.62	2.59	2.67
---------------------	------	------	------	------	------	------

GREENHOUSE GAS INTENSITY

Kilograms of CO<sub>2</sub>e per metric ton of production

	2008	2009	2010	2011	2012
Direct (Scope 1) GHG emissions	130	154	147	132	125
Indirect (Scope 2) GHG emissions	126	136	125	115	108
Total GHG Intensity	256	290	272	247	234

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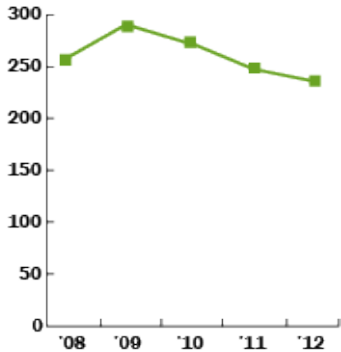
WE CONTRIBUTE POSITIVELY TO CLIMATE CHANGE MITIGATION

The 20.3 million acres of forest land we manage -- and the wood products we make -- sequester millions of metric tons of carbon dioxide each year. These sustainably managed forests absorb carbon dioxide from the atmosphere as they grow, and much of the carbon that is stored in the harvested trees continues to stay captured in our products during their useful lives. Together, our forests and products play an important role in mitigating climate change by limiting the amount of carbon dioxide that is released into the atmosphere each year.

We sequester more carbon dioxide in our forests and our products than we emit through our manufacturing facilities. In 2012, our products stored 3.9 million metric tons of carbon dioxide equivalents.

GREENHOUSE GAS INTENSITY

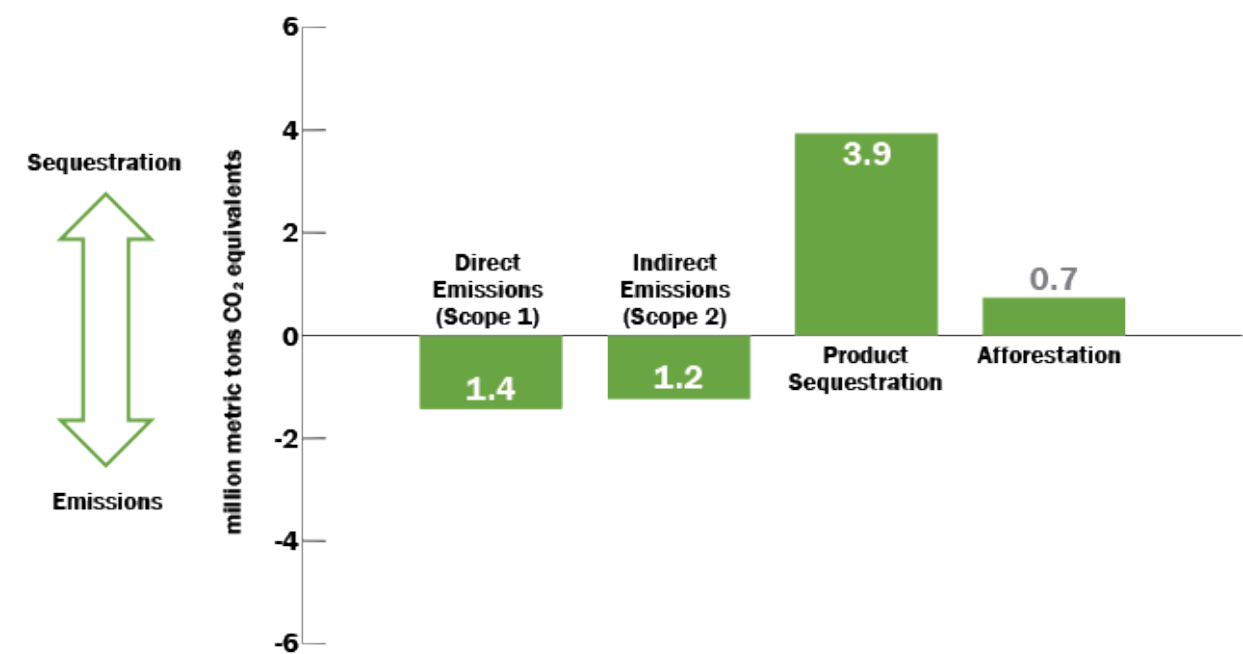
(in kilograms CO<sub>2</sub>e per metric ton of production)



3.9

million metric tons  
of CO<sub>2</sub> sequestered  
in our products  
in 2012

CARBON SEQUESTRATION



We include only the carbon sequestered from our afforested lands in our greenhouse gas inventory (see GHG inventory methodology below). In 2012, these afforestation efforts sequestered 0.7million metric tons of carbon dioxide equivalents.

In 2012, we sold 123,383 Renewable Energy Credits as a result of using renewable biomass fuels instead of fossil fuels to produce electricity. Each REC is equivalent to one megawatt-hour of electrical power and represents the greenhouse gas emissions that have been avoided by not using fossil fuels. As a result of selling these credits, however, we are required to account for the greenhouse gas emissions that would have been produced by including them in our greenhouse emission inventory.

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GREENHOUSE GAS INVENTORY METHODOLOGY

These estimates of emissions and 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. The initiative is a multi-stakeholder partnership convened by the World Business Council for Sustainable Development and the

World Resources Institute. Following guidance in this protocol, adjustments to the baseline year and subsequent years' data have been made on a whole-year basis for divestments and acquisitions affecting our greenhouse gas inventory. The absolute value (reported in metric tons CO2e) of our entire greenhouse gas emission inventory can change as a result of these adjustments. In accordance with the Greenhouse Gas Protocol, emissions from divested facilities are removed from the base year and subsequent years.

We 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.

Much of the carbon stored in trees harvested from sustainably managed forests is captured in our products, limiting the amount of carbon dioxide released into the atmosphere. To quantify the amount of long-term forest products carbon stored in our products – which we call Product Storage – we use a third-party, 100-year-decay method.

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**RELATED LINKS**

- [Learn more about biomass carbon neutrality and the carbon cycle](#)
- [Learn more about our participation in the Climate Disclosure Project, which we've responded to since 2006](#)

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BIOMASS CARBON NEUTRALITY

We grow and manage an abundant, renewable resource — biomass from our sustainably managed forestlands. Biomass, which is bark, wood residuals and other organic byproducts, is derived directly from the forest 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 and 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.

The majority of the [energy in our manufacturing facilities](#) comes from carbon-neutral biomass fuels, which help reduce:

- The amount of geologic carbon dioxide released into the atmosphere.
- Our dependence on fossil fuels.
- Greenhouse gas emissions.



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POLICY INITIATIVES

- Climate and Clean Energy Policy ▼
- Involvement in Policy Initiatives ▼
- Policy Developments ▼

CLIMATE AND CLEAN ENERGY POLICY

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



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INVOLVEMENT IN POLICY INITIATIVES

We support and are actively involved in national and international climate and clean energy policy initiatives, including:

- The Forest Products Association of Canada
- The Business Environmental Leadership Council for the Center for Climate and Energy Solutions
- The World Business Council for Sustainable Development Energy & Climate focus area core team
- The World Resource Institute and World Business Council for Sustainable Development Energy greenhouse gas protocol standard development projects
- The U.S. Business Roundtable's Energy and Environment programs
- The Forest Climate Working Group
- 25 x '25 Alliance
- Sustainable Aviation Fuels Northwest
- National Alliance of Forest Owners

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## POLICY DEVELOPMENTS

In 2010, the U.S. Environmental Protection Agency (EPA) issued a final rule for stationary sources of greenhouse gases called the tailoring rule, which includes a 3-step approach to phase in greenhouse gas emissions by modifying emission thresholds under the Clean Air Act. Unfortunately, in the rule EPA included emissions from combustion of biomass and biomass-derived fuels in the threshold calculation. This is the first ruling by EPA that does not recognize biomass as carbon neutral, which is the accepted international protocol by the U.N. Intergovernmental Panel on Climate Change, European Union Emission Trading System, and even many other EPA and Department of Energy programs.

In 2011, EPA deferred regulation of carbon emissions from the combustion of biomass for three years. In the interim, the agency completed a study of these emissions and is expected to complete an additional rule-making on biomass by July 2014. We are working with the agency and other stakeholders in support of a long-term solution that recognizes the carbon neutrality of biomass emissions.

Several of our operations are subject to federal, state and provincial greenhouse gas reporting rules. All of our facilities that are subject to GHG reporting rules are currently in compliance with requirements.

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RISKS AND OPPORTUNITIES

We recognize climate change poses both potential risks and opportunities, and we have strategies in place to address these challenges and capture future opportunities. We closely monitor developments in the area of carbon markets, are developing our capability, and anticipate participating in those markets in the future. Given our commitment to reduce greenhouse gas emissions 40 percent by 2020 relative to our 2000 emissions, we anticipate we will be well positioned to respond to and comply with future governmental requirements to reduce emissions.

- Risks and Opportunities ▼**
- Forest Operations and Business Risk ▼**
- Energy Security ▼**



RISKS AND OPPORTUNITIES

Some of the risks that we currently manage as part of our climate change strategy include:

- We monitor potential international agreements, although our manufacturing assets are predominantly concentrated in the United States and Canada.
- Our operations make significant use of carbon-neutral biomass for energy; therefore, public policy choices concerning biomass have potential to pose risks.
- We closely track proposals for carbon tax legislation at the federal, regional and state levels in the United States. We also track other regulatory proposals and continued uncertainty makes planning for future regulatory compliance a challenge.
- The cost of energy, which is critical in energy-intensive operations like our cellulose fibers mills, and the definitions of renewable energy forms, such as biomass, may pose a risk. It is important that biomass from our sustainably managed forestlands is included as a key element of the country's renewable energy strategies. Additionally, our smaller manufacturing operations, offices and company-owned transportation may incur pass-down costs of energy related emission reductions or carbon tax requirements imposed on upstream suppliers.
- The physical risks of climate change, including changes in temperature and

precipitation and the variability of disturbance events such as fire, flood, hurricanes, could affect the forests we own and manage. [Read more about how we manage this risk below.](#)

Opportunities we may pursue include:

- We track developments in carbon markets and are developing our capability to assess the opportunities and risks of participating in those markets in the future. Atmospheric carbon dioxide is sequestered in our forests. Additional carbon storage results from activities such as afforestation projects, forest management in our timberlands operations, and wood products manufactured from sustainably managed forests. These may be potential sources of value from carbon offset markets, to the extent that these aspects of our business are included in future government policy and regulatory programs to address greenhouse gas emissions. Although some of the carbon sequestered in our forests or products may be eligible as carbon credits under future regulation, they should not be considered so at this time. We have not yet engaged in any forest or wood product carbon offset projects to this date, but anticipate participating in carbon credit markets in the near term. However, in 2012 we generated about 172,288 Emission Performance Credits in Alberta, Canada, after our Grande Prairie cellulose fibers mill surpassed its mandated greenhouse gas reduction requirements. Emission Performance Credits are sold on the open market or to the provincial government (for distribution) to assist other entities in meeting their greenhouse gas reduction targets.
- Concern regarding climate change could lead to additional market opportunities for low carbon forest based products, both for existing product lines and for new innovations using renewable forest products. Examples include additional or expanded market opportunities for forest and forest products offsets, carbon-neutral biomass, low-carbon building materials, cellulosic biofuels, and other products from renewable forests. We believe that 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.
- Through [Weyerhaeuser Solutions](#), we are exploring new opportunities to leverage our expertise in commercial forest management, raw material procurement and manufacturing to deliver social, economic and environmental value for other companies. For instance, we can help clients develop revenue opportunities with innovative forest solutions, including ecosystem services, alternative energy resources, biomass feedstock, commercialized renewable forest products and environmental benefits.

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## FOREST OPERATIONS AND BUSINESS RISKS



Severe weather or other natural events capable of affecting the company's assets—standing timber and manufacturing facilities—have long been at the focus of our business risk management practices. We manage our timberlands for a variety of risks, including losses from storm blow-down, pest infestation, fire and drought. We locate our forestlands in geographies that experience manageable incidence rates of storms, drought and fire. We use regionally adapted sustainable forest management practices to reduce the effects of drought on regeneration, and we use thinning to reduce the potential effects of drought and insect attack. We also plant our forestlands with tree species and varieties that are best able to withstand the regional extremes in climate that can occur over the multi-decade growth period for forests.

We continue to build on more than five decades of long-term growth and yield research to understand growth trends over time and their relationship to local and regional climate. This information forms a basis for adaptive management planning tools to address possible shifts in our growing environment. We have invested in ongoing monitoring of our plantations that can provide an early indication of change in adaptation and reforestation success. Our bio-mathematical models of tree growth in response to growing environment, climate, and cultural practices enable us to assess possible vulnerabilities to shifts in climate that may affect our forests.

We regularly update our forest timber inventories, growth projections, harvest schedules and planting activities to account for potential and actual annual losses from extreme weather. Logging and replanting schedules are also adjusted to account for weather-induced conditions that could delay either activity. In making these adjustments, we are able to draw on more than 100 years of silvicultural research and experience, as well as the most up-to-date statistical methods to quantify these risks by region.

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## ENERGY SECURITY

Our manufacturing operations utilize [biomass to supply approximately 76 percent of their energy needs](#), providing a secure and sustainable source of energy. Additionally, some of our cellulose fiber mills are able to generate excess renewable power and occasionally sell renewable energy to the grid.

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## RELATED LINKS

- [Read more about energy use in our manufacturing facilities](#)
- [Learn more about some of our new renewable energy and fiber products](#)
- [Learn more about our green building activities](#)
- [Consulting business - climate change](#)



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ENVIRONMENTAL FOOTPRINT

We are committed to continually reducing the impact we have on the environment. Our vision is to deliver superior sustainable solutions to the world, which means we continuously work to protect the natural resources we rely on to create our products. By being good stewards of the environment, we help ensure our company's success while reducing the effect of our operations on surrounding communities and beyond.

In addition to commitments associated with reducing [greenhouse gases](#), managing our forests responsibly, and ensuring our products are made with [sustainably-grown and sourced wood](#), we strive to protect the environment by working to achieve these long-term goals:

- [Increase energy efficiency](#)
- [Reduce air emissions](#)
- [Improve water quality and decrease water use](#)
- [Reduce waste](#)
- [Reduce chemical risk](#)

The National Council for Air and Stream Improvements has an excellent tool that explores how environmental decisions are related to the pulp and paper industry. Click on the graphic in the right column to learn more about the complex relationship between manufacturing and the environment.



ENVIRONMENTAL FOOTPRINT  
COMPARISON TOOL



understanding environmental decisions

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ENERGY

Making our products is energy-intensive. Fortunately, our manufacturing operations often recover energy as a byproduct of the production process. This allows us to produce most of our own energy and opens up opportunities to increase efficiency, a double-win for our company and the environment. A reduction in purchased energy directly reduces operating costs and efficient use of energy reduces our manufacturing footprint. But it's not enough to stop there – we are continuously exploring ways to improve our performance.

As part of our Sustainability Roadmap, we set a goal to increase our energy efficiency by 20 percent by 2020. To achieve this goal, we will continuously benchmark and monitor our performance while executing initiatives that align with our business strategy. Read more about how we create our own energy, review our energy data, and learn about a few specific initiatives we are undertaking in energy efficiency below.

- We Create Our Own Energy ▼
- Improving Energy Efficiency ▼
- Total Energy Consumption ▼

WE CREATE OUR OWN ENERGY

We meet a majority of our operations' energy needs by using renewable and [carbon-neutral biomass](#) fuels such as bark, wood residuals and other organic byproducts. In 2012, these fuels generated an average of 76 percent of the energy used in our manufacturing facilities.

In our manufacturing facilities, fossil fuels and biomass fuels are consumed in boilers to generate high pressure steam, which is then used throughout the manufacturing process and also to generate electricity in a highly efficient co-generation process. The majority of the fuel used in our manufacturing facilities is generated as a byproduct of our production process and provides a significant renewable energy resource for our operations. Fossil-fuel based energy is generally derived from electricity and natural gas consumption.

In some cases, we sell our biomass-based renewable energy back to the market, helping make green energy more accessible to power grids across North America. In 2012, we sold renewable power from five of our six pulp mills.

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SUSTAINABILITY GOAL

ENERGY EFFICIENCY

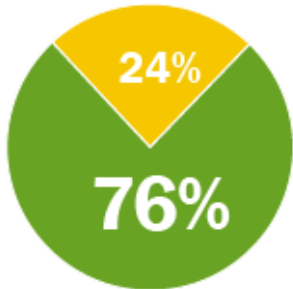


2012 PROGRESS: ACHIEVES

2020 GOAL

We improve energy efficiency by 20% from 2009 levels

PERCENT OF ENERGY FROM CARBON-NEUTRAL BIOMASS FUEL



- Biomass fuel
- Other fuel sources

IMPROVING ENERGY EFFICIENCY

Our companywide Sustainability Roadmap energy-use goal is to improve our energy efficiency by 20 percent by 2020, compared with 2009 levels. In 2012, we established our energy efficiency baselines and began to develop energy efficiency plans for our two manufacturing businesses. Given different manufacturing processes and energy requirements, our cellulose fibers mills will be focused on reducing total energy use per ton of production and our wood products facilities will be focused on reducing use of fossil fuels and purchased electricity. We will begin reporting these values in 2014.

Our wood products operations have dedicated significant resources to focus on the efficient use of energy throughout our operations. These initiatives have focused on operational improvements, efficiently ramping up production, and non-capital solutions.

In addition to our manufacturing operations, our real estate business, Weyerhaeuser Real Estate Company, and its five homebuilding subsidiaries, are leaders in building energy-efficient homes. [WRECO offers a LivingSmart® green-building program for all new homes it builds.](#) LivingSmart homes are designed to exceed local building codes and be at least 15 percent more efficient than the applicable energy codes. Additionally, as part of our 2020 sustainability goal to educate customers about the sustainability aspects of our products, our homebuilding subsidiaries started using the Home Energy Rating System established by the Residential Energy Services Network as a measure of home energy efficiency. [Read more about this effort and how we building homes that help our homebuyers use less energy.](#)

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TOTAL ENERGY CONSUMPTION

This year, we are beginning to report total energy consumption at the request of our stakeholders. As a manufacturing company, however, our production can increase or decrease significantly based on market demand. Therefore, energy efficiency, as discussed in the earlier section, is a much better measure of how efficient we are with the energy we use.

In 2012, 82 percent of our total direct and indirect energy was generated from renewable sources.

TOTAL ENERGY CONSUMPTION					
Billions of BTUs					
	2008	2009	2010	2011	2012
Direct Energy					


SUSTAINABILITY IN ACTION



**“PULP ON THE SIDE”**  
Well, not really. But green power is boosting revenue for Alberta mill

▶ [READ THE STORY](#)

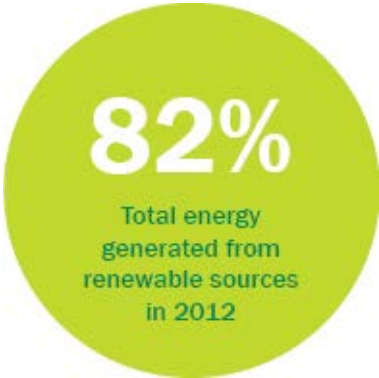
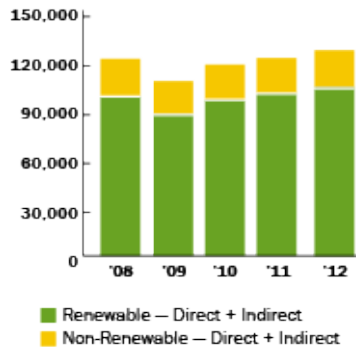
SUSTAINABILITY IN ACTION



**LAYERS OF BENEFITS**  
Oregon veneer mill reduces energy usage by 1,000 megawatts

▶ [READ THE STORY](#)

**TOTAL ENERGY CONSUMPTION  
BY RENEWABLE AND NON-  
RENEWABLE FUEL SOURCES**  
(billions of BTUs)



<b>Renewable</b>					
Black liquor (from chemical-recovery process)	58,342	52,924	58,149	58,139	57,962
Biomass (from manufacturing residuals)	31,476	26,272	29,704	33,288	37,666
<b>Non-Renewable</b>					
Fossil fuels	16,637	15,210	15,991	16,480	17,195
<b>Subtotal Direct</b>	<b>106,455</b>	<b>94,406</b>	<b>103,844</b>	<b>107,907</b>	<b>112,824</b>
<b>Indirect Energy</b>					
<b>Renewable</b>					
Electricity	6,545	6,237	6,593	6,519	6,746
Steam	1,326	964	945	1,074	831
<b>Non-Renewable</b>					
Electricity	5,956	5,121	5,304	5,315	5,654
<b>Subtotal Indirect</b>	<b>13,826</b>	<b>12,322</b>	<b>12,842</b>	<b>12,908</b>	<b>13,232</b>
<b>Total Energy Consumed (Direct + Indirect)</b>	<b>120,282</b>	<b>106,728</b>	<b>116,686</b>	<b>120,815</b>	<b>126,055</b>
<i>Primary energy consumed in the production of indirect energy</i>	<i>12,220</i>	<i>10,636</i>	<i>11,102</i>	<i>10,809</i>	<i>11,393</i>
<b>Percentage of energy consumed generated from renewable biomass-derived fuel</b>	<b>75%</b>	<b>74%</b>	<b>75%</b>	<b>76%</b>	<b>76%</b>

## RELATED LINKS

[Read about our commitment to reducing greenhouse gas emissions](#)

[Learn more about energy conservation at our corporate headquarters building](#)

[Learn more about biomass energy from the National Alliance of Forest Owners](#)

[Learn more about our green building activities](#)

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AIR

We have a long-term commitment to reduce air emissions, which have steadily declined over the years. Most of these emissions come from burning fuel to produce energy and recover chemicals used in the pulping process. Other airborne chemicals are released during the production of wood and pulp products. Measures we take to reduce greenhouse gas emissions also have the additional benefit of reducing air pollutants.

- Sustainability Goal ▼
- Reduction Activities ▼
- Air Quality Measures ▼
- Reducing Use of Methyl Bromide ▼

SUSTAINABILITY GOAL

One of our 2020 sustainability goals is to further reduce our air emissions (of carbon monoxide and particulate matter) by 10 percent per ton of production compared to 2010 levels. Although 10 percent might sound small, this is in addition to significant advances we already made to minimize our air quality emissions between 2000 and 2010:

- We reduced sulfur dioxide emissions in our cellulose fibers facilities by more than 55 percent and particulate matter emissions by 49 percent.
- We reduced volatile organic compounds in our wood products facilities by 33 percent.

Between 2010 and 2012, our carbon monoxide and particulate matter emissions decreased by 6 percent in both our cellulose fibers and wood products facilities. See our air emissions data below.

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REDUCTION ACTIVITIES

Our air quality 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.

Additional impacts on air quality also come from the transportation of our raw materials and finished products. We rely primarily on third parties to meet our transportation needs, but also



SUSTAINABILITY GOAL  
AIR EMISSIONS



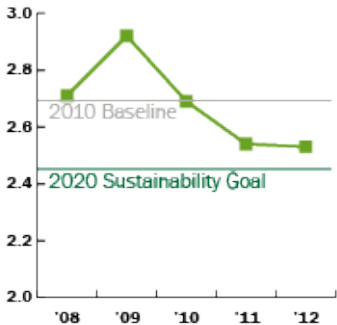
2012 PROGRESS: ACHIEVES

2020 GOAL  
We reduce air emissions  
by 10% from 2010 levels

**AIR EMISSIONS —  
CELLULOSE FIBER MILLS**  
(pounds per ton of production of  
carbon monoxide and particulate matter)



**AIR EMISSIONS —  
WOOD PRODUCTS FACILITIES**  
(pounds per ton of production of  
carbon monoxide and particulate matter)



operate our own systems.

In 2012, our private truck fleet included 260 trucks that traveled more than 11 million miles. Our truck fleet seeks to operate as efficiently as possible. In many units, fuel efficiency is monitored monthly and shared to create competition for improvement among the drivers. Our fleet of trucks implemented several energy-saving programs over the past few years, including vehicle idle time reduction training, initiatives to increase miles per gallon, fleet upgrades to more modern vehicles, and other energy-saving opportunities. As a consequence of these programs, we have realized significant reductions in air pollutant emissions.

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**AIR QUALITY MEASURES**

This year, we are providing total air-quality measures, in addition to air-quality measures per ton of production. Although total air emissions are an important measure, our production values can increase or decrease significantly from year to year. Therefore, measures per ton of production are a more valid assessment of our ability to reduce air emissions over time. Both types of measures are provided in the tables below.

TOTAL AIR-QUALITY MEASURES					
Estimated millions of pounds emitted					
	2008	2009	2010	2011	2012
Carbon monoxide	26.3	23.0	25.6	26.1	27.3
Nitrogen oxides	18.6	16.2	16.4	16.4	17.2
Particulate matter	7.2	5.7	5.6	5.8	6.2
Sulfur oxides	11.0	8.7	5.8	5.5	6.2
Total reduced sulfur	0.3	0.3	0.4	0.5	0.4
Volatile organic compounds	19.5	15.3	16.4	17.3	18.7

AIR-QUALITY MEASURES PER TON OF PRODUCTION					
--	--	--	--	--	--



Estimated pounds emitted per ton of production

	2008	2009	2010	2011	2012
<b>CELLULOSE FIBERS MILLS</b>					
Carbon monoxide	3.66	3.94	4.18	4.09	3.98
Nitrogen oxides	4.46	4.33	3.96	3.96	3.96
Particulate matter	1.10	0.96	0.78	0.71	0.66
Sulfur oxides	3.15	2.68	1.64	1.51	1.55
Total reduced sulfur	0.10	0.10	0.11	0.15	0.16
Volatile organic compounds	2.45	2.13	2.25	2.08	2.05
<b>WOOD PRODUCTS FACILITIES</b>					
Carbon monoxide	2.20	2.38	2.21	2.07	2.04
Nitrogen oxides	0.57	0.56	0.59	0.54	0.54
Particulate matter	0.51	0.54	0.48	0.47	0.48
Sulfur oxides	0.05	0.05	0.05	0.07	0.05
Volatile organic compounds	1.53	1.54	1.39	1.35	1.37

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### REDUCING USE OF METHYL BROMIDE

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

Within the Protocol, industry can still legally use methyl bromide to prevent the spread of designated quarantine pests, which can include diseases, insects and invasive weeds. The ability to use methyl bromide and other chemicals in forest nurseries enables our nursery land base to supply the planting stock necessary to promptly replant thousands of acres of forest land annually, with the corresponding significant environmental and societal benefits that healthy working forests bring. We achieved a 22 percent reduction in pounds of methyl bromide applied per acre in our Washington and Oregon tree nurseries between 2001 and 2012.

Weyerhaeuser has been a leader in research to develop alternatives to methyl bromide for

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

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WATER

More than ever, our world needs a clean and abundant water supply to sustain populations, preserve the environment and maintain a stable global economy.

Luckily, we're in the right business. Well-managed forests are nature's best water processors. They capture vast amounts of water and are the finest water quality managers around. We own and manage millions of acres of forestlands, which help to capture and filter rainwater, on a large scale, before it enters the streams, rivers, and oceans on which we all depend.

Our manufacturing processes require large volumes of water, particularly at our fibers mills. Most of the water, however, is reused internally in our mill processes and then returned to the original water source, clean and available for the many other societal demands for water.

Water use and water quality go hand in hand. Using less water and ensuring it is returned to the natural system free of harmful pollutants are both goals in our Sustainability Roadmap:

- Reducing water use at our cellulose fibers mills 20 percent by 2012 (compared to a 2007 baseline). We've currently achieved a 19 percent reduction and have set a new goal to achieve an additional 12 percent reduction by 2020.
- Reducing discharged water pollutants by 10 percent per ton of production using a measurement called biochemical oxygen demand, or BOD, which measures the amount of oxygen required to decompose organic materials in wastewater. In 2012, we reduced BOD by 21 percent (compared to a 2010 baseline), exceeding our goal.

- Our Connection to the Water Cycle ▼
- Water Consumption and Efficiency ▼
- Water Quality ▼

OUR CONNECTION TO THE WATER CYCLE

The forest products industry is intimately connected to the water resource cycle, from growing and harvesting trees to producing wood products. The diagram below shows the many ways our industry interacts with the water resource cycle, underscoring why water conservation and water quality are paramount to our company's sustainability goals.

SUSTAINABILITY GOAL  
WATER USE



2012 PROGRESS: ACHIEVES

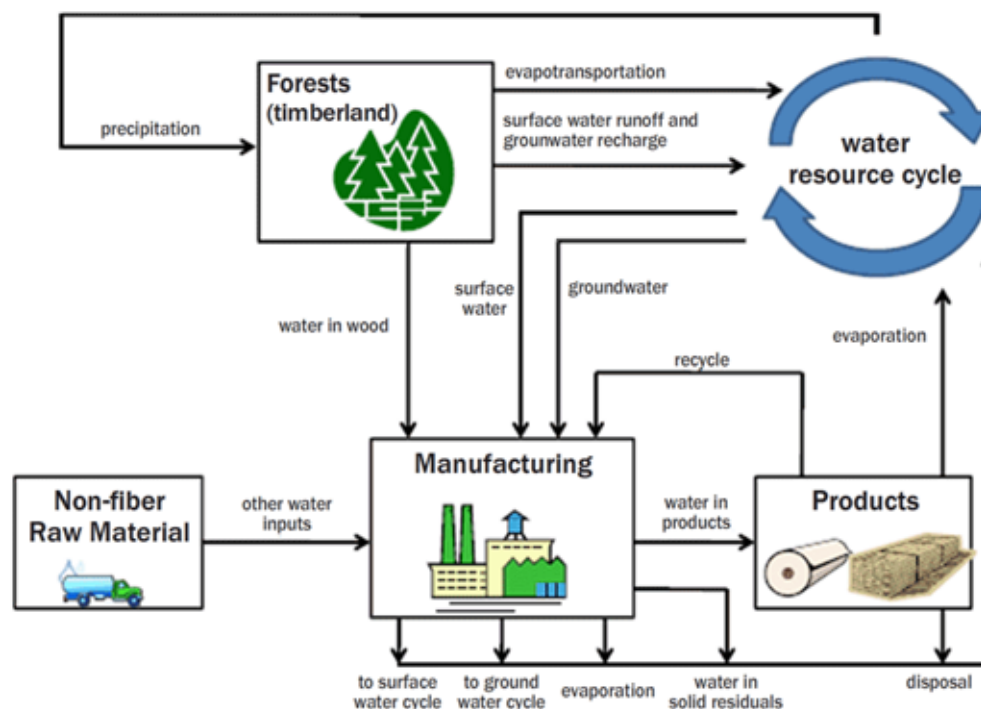
2012 GOAL  
We reduce water use  
by 20% from 2007 levels

SUSTAINABILITY GOAL  
WATER QUALITY



2012 PROGRESS: EXCEEDS

2020 GOAL  
We reduce wastewater pollutants  
by 10% from 2010 levels



Source: National Council for Air and Stream Improvement. Water Profile Of The United States Forest Products Industry, Technical Bulletin No. 960. March 2009.

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## WATER CONSUMPTION AND EFFICIENCY

### WATER CONSUMPTION

Our manufacturing processes, primarily those producing cellulose fibers, require water as an essential raw material. To minimize the required water supply, our cellulose fibers manufacturing processes internally reuse water by cascading from the highest quality to lowest quality requirements. The National Council for Air and Stream Improvement, an industry-sponsored environmental research organization, studied North American pulp mill water requirements. Based on that research and internal water-use measurements at our cellulose fibers mills, we estimate each gallon of supplied water is internally recycled, on average, 12 times.

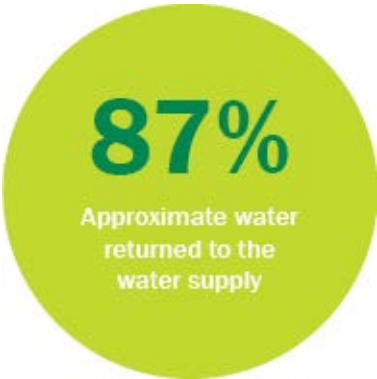
The water we rely on is supplied from many sources, including surface water, groundwater, and municipal water providers. We estimate that, after water is used in our manufacturing process, approximately 87 percent is returned to the water supply source after being treated either on-site or by a municipal treatment plant.

The table below shows our estimates for where the water used in our manufacturing process

**12**

Approximate times  
each gallon of water  
is used in our mills

comes from (water supplied) and where it returns to afterwards (water discharged). The difference between water supplied and water discharged is the actual amount of water consumed during manufacturing (meaning it either goes into products or is lost due to evaporation), as well as water used to water lawns or water that is not measured in our standard discharge processes.

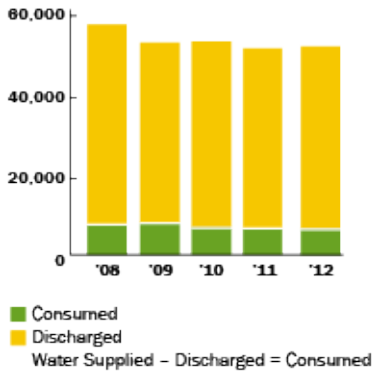


TOTAL WATER CONSUMPTION <sup>1</sup>					
Estimated millions of gallons per year					
	2008	2009	2010	2011	2012
TOTAL WATER SUPPLIED <sup>2</sup>					
Ground water	882	870	941	929	875
Municipal water	4,605	4,131	4,993	4,892	4,694
Surface water	50,877	46,892	46,319	44,709	45,573
<b>Total water supplied</b>	<b>56,364</b>	<b>51,892</b>	<b>52,253</b>	<b>50,530</b>	<b>51,143</b>
TOTAL WATER DISCHARGED					
To municipal treatment	19	32	45	61	66
Cooling water	8,887	8,368	7,233	6,293	6,643
Surface water (treated on-site)	40,049	35,749	38,306	37,617	37,968
<b>Total water discharged</b>	<b>48,955</b>	<b>44,149</b>	<b>45,584</b>	<b>43,972</b>	<b>44,677</b>
<b>Total water consumption (supplied minus discharged)</b>	<b>7,409</b>	<b>7,744</b>	<b>6,670</b>	<b>6,559</b>	<b>6,465</b>

1. For total water consumption, we report only on our cellulose fibers mills, which use more than 99 percent of the total water used by our company.

2. Water supply data are estimates only as intake measures are not required or possible at all sites.

TOTAL WATER CONSUMPTION  
(millions of gallons)



WATER EFFICIENCY

Minimizing total water supply required is important for many reasons. The less water used, the



- tracks manufacturing process and efficiency improvements
- is quantitatively associated with other regulated pollutants such as total suspended solids
- is relevant to potential environmental impacts on receiving waters

In addition, where appropriate, mills have:

- high efficiency wastewater treatment processes or discharge to public treatment facilities to remove pollutants
- wastewater discharge permits with stringent required monitoring and limits on wastewater discharge quality

Some mills use additional approaches to meet site-specific seasonal water quality needs, such as:

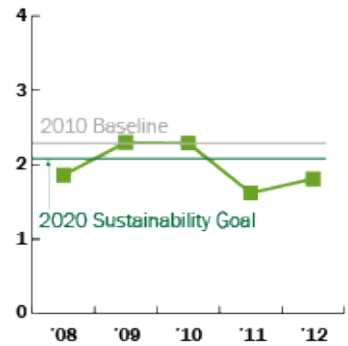
- engineered wetlands for additional BOD, solids, and nutrient removal
- treated wastewater holding ponds that allow controlled flow to better protect receiving water quality
- injection of high-purity oxygen into treated wastewater

As part of our Sustainability Roadmap, we set a goal of reducing BOD discharges 10 percent per ton of production compared with 2010 values. We have already reduced BOD by 21 percent, exceeding our goal.

WATER-QUALITY MEASURES					
	2008	2009	2010 <sup>1</sup>	2011	2012
TOTAL ESTIMATED DISCHARGE, MILLIONS OF POUNDS					
Biochemical oxygen demand	6.3	7.3	7.7	5.4	6.2
Total suspended solids	9.6	9.4	13.5	9.5	8.8
ESTIMATED DISCHARGE PER TON OF PRODUCTION, POUNDS PER TON OF PRODUCTION					
Cellulose Fibers Mills					
Biochemical oxygen demand	1.82	2.27	2.23	1.59	1.77
Total suspended solids	2.84	2.95	3.98	2.81	2.55
Wood Products Facilities					
Biochemical oxygen demand	0.04	0.03	0.05	0.04	0.03
Total suspended solids	0.01	0.004	0.01	0.01	0.01

1. Our Port Wentworth, Ga. mill treats the industrial wastewater from Imperial

**WATER-QUALITY IMPROVEMENTS**  
Estimated pounds of BOD discharged per ton of production





*Sugar's Savannah Facility. In 2010, the Imperial Sugar Facility was restarted after an extended outage and had many startup issues which resulted in elevated BOD and TSS releases for the year.*

In addition, we conduct in-stream biological studies that note potential effects on biological populations. Periodic bioassays test for potential aquatic toxicity in receiving waters. Participation in river basin and regional compacts helps address our contribution to multi-user receiving waters and ensure water quality standards are met.

On our timberlands, water quality is protected by:

- grading and maintaining roads to channel runoff to the forest floor, keeping silt away from streams
- building culverts and bridges to allow fish passage
- seeding exposed road banks with grasses to prevent erosion

Robust research and monitoring programs are in place to ensure that forest management practices do not harm water quantity or quality. For example, in Uruguay, where trees have been planted on former grazing land, a long-term study was initiated to determine the effect of forest establishment on hydrology and water quality. [Read more here.](#)

**ADDITIONAL WATER QUALITY MEASURES**

Because elemental chlorine was eliminated in the 1990s for pulp bleaching, discharges of absorbable organic halides decreased by more than 96 percent between 1990 and 2012 and the concentration of chlorinated organics of concern — a byproduct of elemental chlorine — dropped to nondetectable levels in our treated mill wastewater.

Today, bleached wood pulp is produced using advanced technologies such as extended cooking and oxygen delignification (removing and recovering lignin, the chemical that binds wood fibers together), that further reduce the amount of bleaching chemical applied in the manufacturing process. These improvements have virtually eliminated chlorinated organics of concern (to below detectable levels in most cases) from treated wastewater while continuing to meet customer expectations for pulp brightness. Benchmarking research indicates our mills using elemental chlorine free processes are in the top-quartile of industry peers in terms of lowest dosage of bleaching chemicals required.

Chlorinated organics of concern are still found in some manufacturing residuals, such as boiler ash, and in some solids removed periodically to maintain wastewater treatment system efficiency. These solids are handled according to federal, state and provincial regulations, as well as our own internal policies.

DISCHARGES OF ADSORBABLE ORGANIC HALIDES						
Pounds of AOX discharged per ton of bleached production from our cellulose fibers mills						
	1990	2008	2009	2010	2011	2011

AOX	5.1	0.3	0.3	0.3	0.2	0.2
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EXTRAS

WASTE

Waste is not a word we use often. We use almost every portion – 95 percent – of every log when we make our products. Wood chips left over from making lumber are used to make pulp and paper. Logs too small for dimensional lumber are processed into engineered wood products such as oriented strand board. And, we generate a substantial amount of energy from wood residuals, also known as biomass fuels.

Many of our mills actively seek partners and customers who are able to use wood residuals in their products or processes, further reducing materials treated as waste. Obtaining maximum use of raw materials is a key consideration in process improvement, capital modifications, product changes and manufacturing operations.

In addition to these best practices relating to wood fiber, our manufacturing operations recycle other materials where possible. Combined, our efforts really add up — in 2012, we recycled or diverted from landfills more than 14 billion pounds of residuals and other waste.

- [Reduce Solid Waste Sent to Landfills by 10 Percent](#) ▼
- [Reducing Waste During Homebuilding](#) ▼
- [Residuals Management Data](#) ▼
- [Hazardous Waste Generation Status](#) ▼

REDUCE SOLID WASTE SENT TO LANDFILLS BY 10 PERCENT

Although most of our residual materials are reused for other purposes or recycled, we are committed to reducing the amount of waste we send to landfills. Our 2020 Sustainability Roadmap goal related to waste is to reduce the amount of material per ton of production that our manufacturing facilities send to landfills by 10 percent compared with 2010.

In 2012, we saw a 9 percent decrease in the amount of waste per ton of production sent to landfills. See our full residual management data below.

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REDUCING WASTE DURING HOMEBUILDING

Our real estate business, Weyerhaeuser Real Estate Company, and its five homebuilding subsidiaries, are constantly finding innovative ways to reduce construction waste as well. As an

SUSTAINABILITY GOAL  
WASTE REDUCTION



2012 PROGRESS: ACHIEVES

2020 GOAL  
We reduce solid waste to landfills  
by 10% from 2010 levels





example, you won't find a dumpster on a Quadrant Homes construction site. This business has eliminated combined dumpsters at construction sites and works with each vendor to manage waste. Many vendors are able to reduce or eliminate waste altogether, or find options for reuse or recycling. One vendor even found an alternative to the plastic sheeting used to cover soil after excavation—reusable hay blankets. The use of the hay blankets stopped the one-time use of the disposable plastic film, resulting in the equivalent of 12 football fields less material going to the landfill. For another example, watch this video of Pardee Homes creative solutions to reducing construction waste.

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RESIDUALS MANAGEMENT DATA

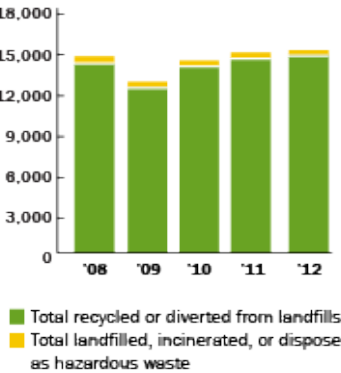
We report on our total residual management (commonly known as “waste”) companywide. We also report on residual management per ton of production for our two manufacturing businesses, cellulose fibers and wood products, since this is a more accurate reflection of our waste management given increases and decreases in production.

TOTAL RESIDUALS AND WASTE					
Estimated millions of pounds of residuals and waste					
	2008	2009	2010	2011	2012
Burned for energy <sup>1</sup>	13,593	11,709	13,188	13,766	13,979
Land-applied for soil amendment	135	174	151	143	115
Beneficially reused other than for land application	153	244	315	350	440
Recycled	27	22	22	18	22
Total recycled or diverted from landfills	13,908	12,148	13,676	14,277	14,556
Deposited in landfills	541	410	440	455	403
Disposed as hazardous waste <sup>2</sup>	2.0	0.4	0.2	0.1	0.2
Incinerated			0.3	0.1	0.1

REDUCING WASTE SENT TO LANDFILLS  
(pounds per ton of production)



TOTAL RESIDUALS AND SOLID WASTE  
(millions of pounds)



Total landfilled, incinerated, or disposed as hazardous waste	543	411	440	455	403
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RESIDUALS AND WASTE PER TON OF PRODUCTION

Estimated pounds of residuals and waste per ton of production

CELLULOSE FIBER MILLS

Burned for energy <sup>1</sup>	3,159	3,019	3,122	3,117	3,036
Land-applied for soil amendment	22	27	20	15	15
Beneficially reused other than for land application	20	6	4	3	8
Recycled	5	5	4	4	4
Total recycled or diverted from landfills	3,206	3,057	3,150	3,139	3,063
Deposited in landfills	124	106	103	118	98
Disposed as hazardous waste <sup>2</sup>	0.595	0.004	0.005	0.003	0.011
Incinerated					
Total landfilled, incinerated, or disposed as hazardous waste	125	106	103	118	98

WOOD PRODUCTS FACILITIES

Burned for energy <sup>1</sup>	354	335	361	395	387
Land-applied for soil amendment	7	14	12	11	7
Beneficially reused other than for land application	11	36	42	42	45
Recycled	1	1	1	1	1
Total recycled or diverted from landfills	373	386	416	449	440
Deposited in landfills	15	12	13	7	7
Disposed as hazardous waste <sup>2</sup>	0.19	0.20	0.12	0.04	0.06
Incinerated	0	0	0.05	0.01	0.01
Total landfilled, incinerated, or disposed as hazardous waste	15	12	13	7	7

1. Burned for energy both on-site and off-site.  
2. Includes recurring and nonrecurring hazardous waste.

Data reflects performance of our current portfolio. In August 2008, we sold our containerboard, packaging and recycling business to International Paper. Operations involved in those transactions have been removed from historical data.

## HAZARDOUS WASTE GENERATION STATUS

In 2012, 87 percent of our manufacturing facilities in the United States generated no hazardous waste or were in the U.S. Environmental Protection Agency's lowest-risk category for hazardous waste generation.

2012 HAZARDOUS WASTE GENERATION STATUS OF OUR FACILITIES		
No Hazardous Waste AND/OR Conditionally Exempt	Small Quantity Generator	Large Quantity Generator
87%	6%	7%
<i>We use the US EPA's definitions for hazardous waste generation to categorize all of our sites: <a href="http://www.epa.gov/epawaste/hazard/generation/index.htm">http://www.epa.gov/epawaste/hazard/generation/index.htm</a>.</i>		

### RELATED LINKS

- [Learn more about NORPAC Newsprint and Specialty Papers](#)
- [Learn more about our green building activities](#)
- [Learn more about our use of carbon-neutral biomass for energy production](#)

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EXTRAS

CHEMICALS

Reducing chemical risk is a continued focus at Weyerhaeuser. Our chemical management policy sets clear expectations for "no new purchases" of products containing polychlorinated biphenyls, asbestos or lead-based paints and "restricted use only" of products containing chlorinated solvents, mercury compounds or aerosol propellants. [See our Chemical Management Policy here.](#) Our chemical management program works hand in hand with our [product stewardship policy and program](#), where we integrate environmental, health and safety considerations into our products, from product design to end of life.

Companywide, we focus on reducing chemical risk through:

- Reducing the overall number of chemicals used
- Seeking less hazardous substitutes for chemicals and implementing their use across the company
- Reducing and eliminating the use of certain high-risk chemicals identified in our chemical management policy
- Continuing our chemical reduction efforts through improved inventory management of all chemical products and better [Material Safety Data Sheets \(MSDS\)](#) management
- Providing employees with easy access to [MSDS](#) system

Every year, we report the release of certain chemicals into the air, water and land under the U.S. Toxic Release Inventory and the Canadian National Pollutant Release Inventory. With rare exceptions, these are lawfully permitted releases that are made in a controlled fashion after steps have been taken to reduce the emissions and mitigate their effects. See the [full report of releases here.](#)



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U.S. TOXIC RELEASE INVENTORY AND CANADIAN NATIONAL POLLUTANT RELEASE INVENTORY

Every year, we report the release of certain chemicals into the air, water and land under the U.S. Toxic Release Inventory and the Canadian National Pollutant Release Inventory. With rare exceptions, these are lawfully permitted releases that are made in a controlled fashion after steps have been taken to reduce the emissions and mitigate their effects.

Both inventories mandate that we report total emissions without regard to changes in production levels.

United States ▼  
Canada ▼

U.S. TOXIC RELEASE INVENTORY

Estimated tons released from our U.S. manufacturing facilities

	2007	2008	2009	2010	2011 <sup>1</sup>
Methanol	4,511	1,786	1,696	1,839	2,174
Ammonia	697	373	356	361	372
Manganese compounds	797	421	135	360	535
Hydrochloric acid	200	127	106	114	113
Acetaldehyde	266	157	125	106	108
Formaldehyde	245	191	65	56	60
Nitrate compounds	257	77	80	81	97
Sulfuric acid	106	58	36	24	12
Methyl ethyl ketone	_2	_2	_2	_2	_2
Barium compounds	302	103	78	79	94
Phenol	92	99	91	78	58
Zinc compounds	111	63	32	55	71
Lead and lead compounds	25	8	4	5	6
Chloroform	19	18	18	17	_2

Cresol (mixed isomers)	1	2	2	2	4
Chlorine	12	11	10	9	8
Chlorine dioxide	5	4	3	4	40
Mercury and mercury compounds	0.11	0.01	0.01	0.01	0.01
Dioxin and dioxin-like compounds—in grams <sup>3</sup>	48 <sup>4</sup>	12 <sup>4</sup>	8 <sup>4</sup>	9.75	10.48
Other compounds	125	26	25	27	25
TOTAL U.S. operations	7,771	3,524	2,862	3,217	3,778

1. 2011 is the most recent reporting period.
2. Dashes indicate a chemical was not required to be reported for these years or there was no quantity to report.
3. Dioxin is presented in grams, while other chemicals are presented in tons. All required dioxin isomers and compounds are reported regardless of their relative toxicity.
4. Amount shown includes disposal of materials as part of approved remediation activities as well as from normal operational discharges. The dioxin in materials disposed as part of remediation activities was created by discontinued processes.

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CANADIAN NATIONAL POLLUTANT RELEASE INVENTORY

Estimated metric tons released from our Canadian manufacturing facilities<sup>1</sup>

	2007	2008	2009	2010	2011 <sup>2</sup>
Methanol	441	257	205	246	242
Formaldehyde	191	84	64	84	59
Phosphorous (total)	101	69	24	53	48
Ammonia	98	74	91	74	68
Acetaldehyde	56	30	17	29	30
Manganese	50	34	14	36	41
Total Reduced Sulfur	36	35	39	41	47
Hydrochloric acid	22	22	21	22	23
Phenol	7.7	7.5	–	–	–
Chlorine dioxide	2.7	–	–	–	–
Methylenebis (phenylisocyanate) — MDI	2	0.6	.5	.7	–
Polymeric diphenylmethane diisocyanate	0.2	–	0.1	0.1	0.8
Lead compounds	0.1	0.2	117 kg	118 kg	119 kg

Cadmium compounds	0.2	0.1	12.77 kg	81.38 kg	79 kg
Phenanthrene	76.1 kg	34 kg	20 kg	21 kg	23 kg
Pyrene	23.32 kg	16 kg	13 kg	14 kg	14 kg
Fluoranthene	21.26 kg	9 kg	5 kg	5 kg	5 kg
Acenaphthylene	10 kg	14 kg	8.4 kg	8.8 kg	9.2 kg
Benzo(a)phenanthrene	6 kg	–	-	–	-
Fluorene	5.50 kg	–	–	–	–
Benzo(a)pyrene	5.60 kg	–	–	–	–
Acenaphthene	1.9 kg	–	–	–	–
Benzo(a)anthracene	1.57 kg	–	–	–	–
Benzo(k)fluoranthene	1.75 kg	–	–	–	–
Benzo(b)fluoranthene	1.17 kg	–	–	–	–
Indeno(1,2,3-c,d)pyrene	0.60 kg	–	–	–	–
Dibenzo(a,h)anthracene	0.60 kg	–	–	–	–
3-Methylcholanthrene	0.31 kg	–	–	–	–
Benzo(j)fluoranthene	0.22 kg	–	–	–	–
Benzo(g,h,i)perylene	0.32 kg	–	–	–	–
Perylene	0.016 kg	–	–	–	–
Hexachlorobenzene	1.8 grams	–	1.6 grams	1.8 grams	1.8 grams
Dioxin and dioxin-like compounds — grams <sup>3</sup>	0.001 grams	0.001 grams	0.001 grams	0.001 grams	0.001 grams
Hydrogen sulfide	–	–	–	–	
Zinc	–	–	1	5	3
Sulfuric acid	–	–	–	–	–
Acrolein	–	–	–	11	11
Ethylene glycol	–	–	–	–	–
Hexavalent chromium compounds	–	–	–	–	–
Polycyclic aromatic hydrocarbons	–	–	–	–	–
Arsenic compounds	–	–	–	–	–
Nitrate ion	–	–	–	–	–
Mercury compounds	–	–	–	–	–
TOTAL Canadian operations	1,008 <sup>4</sup>	615 <sup>4</sup>	477 <sup>4</sup>	603 <sup>4</sup>	572 <sup>4</sup>

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

- 2. 2011 is the most recent reporting period.
- 3. Dioxin is presented in grams of toxic equivalence.
- 4. The sum of the individual pollutants may not be equal to the total due to rounding.

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**RELATED LINKS**

- [Weyerhaeuser Kenora Timberstrand Toxic Substance Accounting 2010](#)
- [Weyerhaeuser Kenora Timberstrand Toxic Substance Accounting 2011](#)
- [Weyerhaeuser Kenora Timberstrand Toxic Substance Accounting 2012](#)

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EXTRAS

ALL MILL DATA

We currently operate seven cellulose fibers mills in the U.S. and Canada. Annually, we disclose environmental performance data from each of the mills.

2012 DATA FOR OUR CELLULOSE FIBERS MILLS

Per ton of production

	Air emissions				Water quality				Residuals management				
	Nitrogen oxide compounds (pounds)	Particulate matter (pounds)	Sulfur oxide compounds (pounds)	Total reduced sulfur (pounds)	Wastewater discharged <sup>1</sup> (thousands of gallons)	Total suspended solids (pounds)	Biochemical oxygen demand (pounds)	Adsorbable organic halides (AOX) (pounds)	Landfilled or lagooned (pounds)	Beneficially applied to land (pounds)	Other beneficial use (pounds)	Burned for energy <sup>2</sup> (pounds)	Disposed as hazardous waste (pounds)
Columbus Modified Fiber, Mississippi <sup>3</sup>	0.2	0.5	–	–	0.3	0.3	0.0	–	0.1	4.4	–	–	–
Columbus, Mississippi	3.9	1.2	0.3	0.1	10.8	1.8	2.0	0.1	80.1	4,286.8	–	46.8	–
Flint River, Georgia	5.0	1.6	0.4	0.1	7.7	2.3	2.9	0.2	62.9	4,847.5	–	–	–
Grande Prairie, Alberta, Canada	4.8	0.4	4.5	0.1	12.5	2.8	2.8	0.5	236.6	3,747.1	–	–	0.047
Longview, Washington <sup>4</sup>	3.5	0.1	0.8	0.1	13.3	1.6	3.5	0.2	130.9	1,506.9	0.9	2.7	0.003
New Bern, North Carolina	4.3	1.1	3.8	0.9	15.2	2.3	1.0	0.3	30.9	4,294.5	7.6	–	0.002
Port Wentworth, Georgia	5.9	0.8	4.8	0.1	28.0	0.7	2.1	0.2	–	4,789.3	145.3	–	–

- 1. Where mills provide third parties with water, it is included as wastewater discharge.
- 2. Burned for energy both on-site and off-site.
- 3. Wastewater sent to publicly owned treatment works.
- 4. Includes production and emissions of NORPAC, a joint-venture newsprint mill.

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EXTRAS

SYSTEMS

We manage our environmental performance using a systematic approach and we are committed to responsible environmental stewardship wherever we operate. Our employees, whether they work in a forest, factory or suburban office, are responsible stewards of the air, land and water.

A comprehensive set of systems and policies supports our environmental stewardship. Starting with our board of directors, our company leaders oversee our policies and evaluate environmental issues and social trends in its company direction-setting process. The senior management team carries out that direction by setting strategic environmental direction and expectations.

To ensure adequate support and resources for this work, this environmental strategy is supported by:

- [A companywide environmental policy](#)
- [Environmental management systems](#)
- [Independent certification of our compliance with sustainable forestry standards](#)
- Annual measurement and reporting of environmental data
- [Tracking and reporting of environmental compliance](#)
- A staff organization skilled in environmental issues management, regulation and compliance
- Annual internal audit of our environmental management systems and compliance program
- Annual performance and trend review with our board of directors and senior management



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ENVIRONMENTAL CORE POLICY

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

All our employees and leaders worldwide are accountable for managing and operating our businesses to:

- Comply with all applicable environmental laws.
- Follow company environmental standards.
- Meet other external requirements to which the company commits.

We conduct business activities to:

- Employ environmental management systems to achieve company expectations.
- Manage the environmental impacts of our business activities and products, including innovative and advanced technology solutions.
- Implement and execute a residuals and solid waste management plan consistent with the company's financial and environmental goals, minimizing life cycle costs including potential future liabilities.
- Promote environmental laws, policies and regulations that are based on sound science and that incorporate incentive-based approaches to improve environmental performance.
- Adopt company policies to protect the environment.
- Manage forest lands for the sustainable production of wood while protecting water quality; fish and wildlife habitat; soil productivity; and cultural, historical and aesthetic values.
- Audit compliance with environmental laws, policies, regulations and company requirements.
- Resolve noncompliance conditions promptly, including when necessary, curtailing operations to protect human health and the environment.
- Track and publicly report on our environmental performance.

To read more about our environmental core policy, [click here](#) to view the full policy.





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- Sustainable Forestry
- Responsible Fiber Sourcing
- Certification
- Product Stewardship
- Green Building
- Climate Change
- Environmental Footprint Systems
  - Environmental Core Policy
  - Environmental Management Systems**
  - Environmental Compliance

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ENVIRONMENTAL MANAGEMENT SYSTEMS

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

Each operation sets targets appropriate to its circumstances. As each unit improves, so does the company's performance as a whole, continually reducing our environmental footprint. Over time, operations will align their individual environmental management system goals with the related goals on our long-term sustainability strategy. A comprehensive "environmental essentials" training tool is available for employees who manage such issues at their sites. In one business, our corporate environmental managers host quarterly webinars to discuss environmental priorities, and share lessons learned across sites. In another business, environmental managers from manufacturing operations coordinate a similar sharing network.

In our forests and manufacturing facilities, we've instituted environmental management systems that meet ISO 14001 standards, but the decision to take the additional step of registering those systems with the ISO depends on the value to the business. At the end of 2012, 12 percent of our manufacturing facilities had an EMS registered to ISO 14001 and 95 percent of our manufacturing facilities had an "ISO-ready" EMS in place. Our sustainability strategy includes a commitment that more than 90 percent of our facilities have an EMS in place that is "ISO-ready," meaning that it meets ISO 14001 standards but has not been formally registered to ISO 14001.

We also internally audit our conformance with ISO 14001 environmental management systems. In our managed forests, we complete annual internal audits of the EMS and ensure accountability by reviewing the internal audit results and follow-up actions items with top management.

Conformance with ISO 14001 environmental management systems in our manufacturing facilities is included as part of our internal [environmental compliance audits](#).

SUSTAINABILITY GOAL  
ENVIRO MANAGEMENT SYSTEMS



2012 PROGRESS: ACHIEVES

2020 GOAL  
At least 90 percent of our facilities are ISO 14001-ready



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    - Environmental Management Systems
    - Environmental Compliance ▶**

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ENVIRONMENTAL COMPLIANCE

Our environmental policy requires all employees to comply with environmental laws, company environmental standards, and other external company commitments.

- Environmental Audits ▼
- Incidents and Penalties ▼
- Capital Spending ▼
- Environmental Remediation ▼



ENVIRONMENTAL AUDITS

Weyerhaeuser maintains an environmental audit program to track compliance with environmental laws and our own policies. Our program includes compliance audits of our manufacturing facilities, sales and distribution facilities, real estate subsidiaries, forests, and management systems. In addition to identifying potential risks and areas for improvement, these audits also identify best practices, which are then shared across the company. The frequency of audits at an operation depends on the level of risk associated with the operation and past environmental performance.

In 2012, internal environmental compliance audits covered approximately 26 percent of our operations. Our environmental compliance audits identify instances where operations may not comply with either regulatory requirements or company environmental policies. When noncompliance issues are identified, a corrective action plan is developed and implementation is tracked to ensure timely resolution.

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INCIDENTS AND PENALTIES

Despite our audit program and commitment to operate in compliance, we sometimes experience incidents of noncompliance. See the table below for more information.

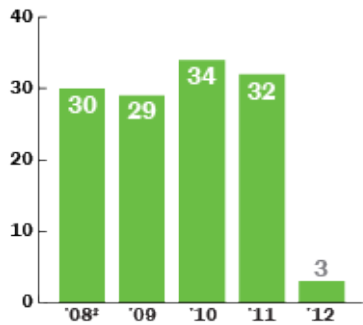
U.S. AND CANADIAN ENVIRONMENTAL NONCOMPLIANCE PENALTIES

2008<sup>1</sup> 2009 2010 2011 2012

Fines and penalties (thousands of U.S. dollars)	\$88	\$80	\$35	\$127	\$44
Supplemental environmental projects <sup>2</sup> (thousands of U.S. dollars)	\$0	\$0	\$0	\$0	\$0
Number of environmental noncompliance incidents <sup>3</sup>	30	29	34	32	3

- 1. 2008 data includes facilities sold in August 2008 to International Paper.
- 2. As part of environmental enforcement settlements, regulatory agencies may allow companies to fund community programs aimed at improving environmental awareness or resources.
- 3. Incidents include items disclosed, notices of violations and/or penalties fully resolved by year-end.

ENVIRONMENTAL  
NONCOMPLIANCE INCIDENTS  
IN THE UNITED STATES AND  
CANADA<sup>1</sup>



<sup>1</sup> Incidents include items disclosed, notices of violations and/or penalties fully resolved by year-end.

<sup>2</sup> 2008 data includes facilities sold in August 2008 to International Paper.

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CAPITAL SPENDING

Our capital projects typically are designed to enhance safety, extend the life of a facility, increase capacity, increase efficiency, change raw material requirements, or increase the economic value of assets or products, as well as to comply with regulatory standards.

It is difficult to isolate the environmental component of most manufacturing capital projects. We estimate that we had no capital expenditures made primarily for environmental compliance in 2012. Based on our understanding of current regulatory requirements in the U.S. and Canada, we expect no material capital expenditures for environmental compliance in 2013.

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ENVIRONMENTAL REMEDIATION

We maintain an environmental remediation program to fulfill our responsibilities under regulatory agreements, reduce the risk of environmental harm, and reduce the potential financial liability because of past practices at sites owned, acquired or divested by Weyerhaeuser; certain third-party sites; and Superfund sites where we have been named as a potentially responsible party.

We have established reserves for estimated remediation costs on the active Superfund sites and other sites for which we are responsible.

In 2012, we had 50 active projects and spent approximately \$6 million on environmental remediation. We expect to spend approximately \$6 million on environmental remediation in 2013 as well.

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Last updated July 3, 2013

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There's more!

In this section, you will find our [GRI Index](#), links to [key policies](#) referenced in our report, a [glossary](#), [downloadable PDFs of our current and previous reports](#), information [about this website](#) and the data included, and a [feedback form](#).

We hope you found this year's on-line sustainability report helpful and interesting. Visit often for updates throughout the year and we look forward to seeing you next year.

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GRI INDEX

We follow the Global Reporting Initiative's G3 Guidelines, to an application level of "A", for our annual sustainability report.

Report Application Levels

		2002 In Accordance	C	C+	B	B+	A	A+
Mandatory	Self Declared			Report Externally Assured		Report Externally Assured		
	Third Party Checked							
Optional	GRI Checked							

In 2005, our report was checked by the GRI and we have maintained, or enhanced, our core reporting since then.

The table below tells where to find information that addresses elements of the G3 Guidelines. The codes (e.g., EN 10, HR 5) refer to the specific GRI indicators. For more information about GRI and its indicators, please visit [www.globalreporting.org](http://www.globalreporting.org).

#	Description	Response/Reference
1. Strategy and Analysis		
1.1	Statement from the most senior decision-maker of the organization.	<a href="#">Our Story</a>
1.2	Description of key impacts, risks, and opportunities.	<a href="#">Sustainability Strategy</a>
2. Organizational Profile		
2.1	Name of the organization.	<a href="#">Home Page</a>

2.2	Primary brands, products, and/or services.	<a href="#">What We Do</a> <a href="#">Annual Report and Form 10-K: Who We Are (page1)</a> <a href="#">Our Businesses</a> We do not utilize outsourcing.
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	<a href="#">Annual Report and Form 10-K: Who We Are (page 2)</a>
2.4	Location of organization's headquarters.	<a href="#">Federal Way, Washington, USA</a>
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	<a href="#">Annual Report and Form 10-K: Who We Are (page 1)</a> <a href="#">Form 10-K: What We Do - Timberlands (page 2)</a>
2.6	Nature of ownership and legal form.	<a href="#">Annual Report and Form 10-K: Who We Are (page 1)</a>
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	<a href="#">Annual Report and Form 10-K: Our Business (page 1-14)</a>
2.8	Scale of the reporting organization.	<a href="#">Number of employees and breakdown by country</a> Net sales: <a href="#">Annual Report and Form 10-K (page 1)</a> Total capitalization: <a href="#">Annual Report and Form 10-K (page 55)</a> Quantity of products provided: <a href="#">Annual Report and Form 10-K (pages 8, 10, 13, and 14)</a> Total assets: <a href="#">Annual Report and Form 10-K (page 54)</a> Beneficial ownership: <a href="#">2013 Proxy Statement (pages 17-19)</a> Sales and revenues by geographic area: <a href="#">Annual Report and Form 10-K (page 95)</a> Costs by countries/regions: proprietary information
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	<a href="#">Annual Report and Form 10-K: Who We Are (page 1)</a>
2.10	Awards received in the reporting period.	<a href="#">Awards and Recognition</a>
<b>3. Report Parameters</b>		
3.1	Reporting period for information provided.	<a href="#">Data</a> January 1 – December 31, 2012
3.2	Date of most recent previous report.	<a href="#">Downloads</a> June 22, 2012



3.3	Reporting cycle	<a href="#">About this Website</a> Annual
3.4	Contact point for questions regarding the report or its contents.	<a href="#">Contact Us</a> (Choose category "Environment") <a href="#">Feedback</a>
3.5	Process for defining report content.	<a href="#">Sustainability Roadmap</a> <a href="#">Goals and Progress</a> <a href="#">Sustainability Website Content</a>
3.6	Boundary of the report	<a href="#">Data</a>
3.7	State any specific limitations on the scope or boundary of the report.	<a href="#">Data</a>
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	<a href="#">Data</a>
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	<a href="#">How Data in This Report Were Verified</a>
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	<a href="#">Data</a> : In 2011, we updated some of our conversion and emissions factors to ensure we are using the most current factors in our calculations. Our industry standards routinely update their factors to reflect the best available information at the time.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	In March 2007, our fine paper business and related assets were combined with Domtar, Inc. to create a new fine paper company, Domtar Corporation. In August 2008, our containerboard, packaging and recycling business was sold to International Paper. Operations involved in those transactions have been removed from historical environmental data.
3.12	Table identifying the location of the Standard Disclosures in the report.	This page
3.13	Policy and current practice with regard to seeking external assurance for the report.	<a href="#">How Data in This Report Were Verified</a>
<b>4. Governance, Commitments and Engagement</b>		
4.1	Governance structure of the organization, including	<a href="#">Board of Directors</a>

	committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	<a href="#">Board of Directors: Key Board Accomplishments</a>
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	<a href="#">Board of Directors: Composition, Structure and Independence</a>
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Board of Directors: <a href="#">Providing Recommendations Notice of the 2013 Annual Meeting and the 2013 Proxy Statement</a> Issues can also be raised directly at the Annual Shareholder Meeting
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Board of Directors: <a href="#">Director Share Ownership Guidelines and Compensation</a>
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	<a href="#">Avoiding Conflicts of Interest</a>
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	<a href="#">Board Qualifications and Expertise</a>
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	<a href="#">Policies</a> <a href="#">Sustainability Roadmap</a> <a href="#">Company Vision</a>
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	<a href="#">Responsibility for Sustainability Matters</a>
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	<a href="#">Qualifications and Expertise</a>
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	<a href="#">Product Stewardship</a>
4.12	Externally developed economic, environmental, and social	<a href="#">Externally Endorsed Principles</a>

	charters, principles, or other initiatives to which the organization subscribes or endorses.	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: has positions in governance bodies; participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic.	<a href="#">Association Participation</a>
4.14	List of stakeholder groups engaged by the organization.	<a href="#">Stakeholder Engagement</a>
4.15	Basis for identification and selection of stakeholders with whom to engage.	<a href="#">Stakeholder Engagement</a>
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	<a href="#">Stakeholder Engagement</a>
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	<a href="#">Stakeholder Engagement</a>
<b>Economic</b>		
	DMA	<a href="#">What We Do</a> <a href="#">Sustainability Roadmap</a> <a href="#">Goals and Progress</a> <a href="#">Stakeholders</a> <a href="#">Providing Recommendations</a>
EC 1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	<a href="#">Financial Results</a>
EC 2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	<a href="#">Risks and Opportunities of Climate Change</a> <a href="#">Annual Report and Form 10K (page 24)</a> Estimates of financial implications are not available since they are difficult to quantify until greenhouse gas rules are finalized.
EC 3	Coverage of the organization's defined benefit plan obligations.	<a href="#">Annual Report and Form 10-K (pages 68-79)</a> Form 11-K ( <a href="#">hourly</a> and <a href="#">salaried</a> employees) We do not currently report the level of participation in retirement plans and plan coverage by aggregated totals.
EC 4	Significant financial assistance received from government.	We consider this to be proprietary information.

EC 6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	<a href="#">Managing Suppliers</a>
EC 7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	<a href="#">Sourcing Talent</a>
EC 8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Our <a href="#">community investment program</a> supports the needs of our communities, including schools, non-profits, and service organizations. We also support disaster relief, such as by donating wood products and volunteer time for hurricane rebuilds. We do not separate out our giving by "infrastructure" as defined by the GRI guidelines
<b>Environment</b>		
DMA		<a href="#">Risk Management Systems</a> <a href="#">Sustainability Roadmap</a> <a href="#">Goals and Progress</a> <a href="#">Stakeholders</a> <a href="#">Providing Recommendations</a>
EN 1	Materials used by weight or volume.	<a href="#">Responsible Fiber Sourcing</a> By far, our largest raw material with the most significant impact is wood fiber. We currently do not report on other raw materials used in our manufacturing process.
EN 2	Percentage of materials used that are recycled input materials.	We consider this to be proprietary information.
EN 3	Direct energy consumption by primary energy source.	<a href="#">Energy Use</a>
EN 4	Indirect energy consumption by primary source.	<a href="#">Energy Use</a>
EN 5	Energy saved due to conservation and efficiency improvements.	<a href="#">Energy Efficiency</a>
EN 6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	<a href="#">Green Building</a>
EN 8	Total water withdrawal by source.	<a href="#">Water</a>
EN 10	Percentage and total volume of water recycled and reused.	<a href="#">Water</a>
EN 11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	<a href="#">Ecosystem Services</a> <a href="#">Our Forests</a>
EN 12	Description of significant impacts of activities, products, and	Ecosystem Services

	services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Our Forests
EN 16	Total direct and indirect greenhouse gas emissions by weight.	<a href="#">Greenhouse Gas Reduction</a>
EN 17	<a href="#">Greenhouse Gas Reduction</a> As part of our Sustainability Roadmap, we are assessing the opportunities to reduce GHG emissions from Weyerhaeuser-managed or -purchased transportation. We will begin reporting on these activities in 2014.	
EN 18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<a href="#">Climate Change</a>
EN 19	Emissions of ozone-depleting substances by weight.	<a href="#">Limited Use of Methyl Bromide</a>
EN 20	NOx, SOx, and other significant air emissions by type and weight.	<a href="#">Air</a>
EN 21	Total water discharge by quality and destination.	<a href="#">Water</a>
EN 22	Total weight of waste by type and disposal method.	<a href="#">Waste</a> Our residuals and solid waste values are determined by the following methods: disposed of and confirmed directly by us, information provided by our waste disposal contractors, and organizational defaults of our waste disposal contractors.
EN 23	Total number and volume of significant spills.	<a href="#">U.S. Toxic Release and Canadian National Pollutant Release Inventories</a>
EN 24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	<a href="#">Waste</a> We do consider the destination of this waste to be material to our company.
EN 26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<a href="#">Product Stewardship</a> <a href="#">Eco+ Innovation</a> <a href="#">Green Building</a> We have not quantified the impact of direct consumer use of our products.
EN 27	Percentage of products sold and their packaging materials that are reclaimed by category.	Our wood products are long-lived building materials, thus not a disposable consumer product. Our cellulose fibers go into making diapers and other sanitary products, not easily compostable due to the human waste component.
EN 28	Monetary value of significant fines and total number of non-	<a href="#">Incidents and Penalties</a>

monetary sanctions for non-compliance with environmental laws and regulations.

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**Labor**

DMA		<a href="#">Risk Management Systems</a> <a href="#">Health and Safety</a> <a href="#">Training and Development</a> <a href="#">Diversity and Inclusion</a> <a href="#">Employee Representation</a>
LA 1	Total workforce by employment type, employment contract, and region.	<a href="#">Employment Data</a> <a href="#">Diversity and Inclusion</a> By far, the majority of our employees are full-time and not contractors. Thus, we do not break down this data by employment type or employment contract status.
LA 2	Total number and rate of employee turnover by age group, gender, and region.	<a href="#">Employment Data</a>
LA 4	Percentage of employees covered by collective bargaining agreements.	<a href="#">Employee Representation</a>
LA 5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	<a href="#">Employee Representation</a>
LA 6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	>95%
LA 7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	<a href="#">Health and Safety</a>
LA 8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	<a href="#">Health Connection</a>
LA 10	Average hours of training per year per employee by employee category.	<a href="#">Training and Development</a> We do not report hours by employee category given the complexity in calculating this information.
LA 13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	<a href="#">Diversity and Inclusion</a>

LA 14	Ratio of basic salary and remuneration of men to women by employee category, by significant locations of operation.	Not reported: Data for this indicator is considered proprietary.
<b>Human Rights</b>		
DMA		<a href="#">Human Rights Sustainability Roadmap Goals and Progress Stakeholders Providing Recommendations</a>
HR 1	Percentage and total number of significant investment agreements that include clauses incorporating human rights concerns, or that have undergone human rights screening.	<a href="#">Human Rights</a>
HR 2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	<a href="#">Human Rights Managing Suppliers</a> We screen suppliers for human rights issues selectively based on risk.
HR 3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	In 2012, we rolled out a supplier code of ethics training for procurement professionals – our employees most likely to intersect with human rights concerns. We do not, however, report on the total hours of training provided.
HR 4	Total number of incidents of discrimination and actions taken.	We consider this to be proprietary information.
HR 5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	<a href="#">Employee Representation</a> We currently do not have any significant operations in countries where employee rights to exercise freedom of association or collective bargaining may be at risk.
HR 6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	<a href="#">Human Rights</a> We currently do not have any significant operations in countries where child labor is at risk.
HR 7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	<a href="#">Human Rights</a> We currently do not have any significant operations in countries where compulsory labor is at risk.
<b>Society</b>		
DMA		<a href="#">Ethics and Business Conduct Communities Participating in the Political Process Sustainability Roadmap</a>



		<a href="#">Goals and Progress</a> <a href="#">Stakeholders</a> <a href="#">Providing Recommendations</a>
SO 1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	<a href="#">Stakeholder Engagement</a> <a href="#">Indigenous People</a> <a href="#">Ethics and Business Conduct</a> <a href="#">Advisory Committees</a>
SO 2	Percentage and total number of business units analyzed for risks related to corruption.	<a href="#">Preventing Corruption and Bribery</a> 100% of our main businesses and staff function groups are analyzed each year.
SO 3	Percentage of employees trained in organization's anti-corruption policies and procedures.	<a href="#">Ethics and Business Conduct</a> We require 100% of targeted employees to take anti-bribery training. The target audience for the Anti-bribery/FCPA training is all Senior Management Team members and their direct reports; all salaried employees outside of the U.S. and Canada who might be expected to interact with foreign government officials (as broadly defined under the FCPA, this includes any foreign government official, any person acting on their behalf (such as a consultant), and employees of state-owned companies); U.S. and Canadian employees who work in international sales, customer service with international responsibilities, and trade/export; staff function employees in finance, human resources, information technology or other areas who have international responsibilities and might be expected to interact with foreign government officials. Leaders are also encouraged to invite the sales agents, distributors, consultants, and other third parties with whom they do business to attend the leader-led sessions. In 2012, 5 percent of our total workforce completed the online anti-bribery training module (required annually) and 4.6% completed the leader-led anti-bribery training module (required every two years).
SO 4	Actions taken in response to incidents of corruption.	We consider this to be proprietary information.
SO 5	Public policy positions and participation in public policy development and lobbying.	<a href="#">Participating in the Political Process</a> <a href="#">Issues Important to Weyerhaeuser</a> <a href="#">Climate Change - Policy Initiatives</a>

SO 6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	<a href="#">Participating in the Political Process</a>
SO 8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	<a href="#">Anti-Competitive Behavior</a> We disclose all material litigations and legal proceedings with our periodic filings to the SEC.
<b>Product Responsibility</b>		
DMA		<a href="#">Product Stewardship</a> <a href="#">Environmental Profiles</a>
PR 1		<a href="#">Product Stewardship</a>
PR 1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	<a href="#">Product Stewardship</a>
PR 3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	<a href="#">Responsible Marketing and Compliance</a> <a href="#">Product Environmental Profiles</a> <a href="#">Material Safety Data Sheets</a>
PR 6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	<a href="#">Responsible Marketing and Communications</a>
PR 9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	<a href="#">Responsible Marketing and Compliance</a>

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- [Wood Procurement Policy](#)
- [Health and Safety Policy](#)
- [Labor Principles](#)
- [Code of Ethics](#)
- [Human Rights Policy](#)
- [Safe Harbor Policy](#)
- [Product Stewardship Policy](#)
- [Supplier Code of Ethics](#)
- [Contractor Safety Policy](#)
- [Chemical Management Policy](#)

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

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AFFORESTATION

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

BIOCHEMICAL OXYGEN DEMAND (BOD)

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

BIOMASS FUELS

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

CARBON DIOXIDE EQUIVALENTS (CO<sub>2</sub>E)

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

CARBON MONOXIDE (CO)

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

COGENERATION

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

CUNIT

A measurement of volume equal to 100 cubic feet.

DAYS-AWAY CASE

Work-related incident that involves days away from work.

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### EMISSIONS INTENSITY

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

### EXEMPT EMPLOYEE

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

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### ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

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

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### NITROGEN OXIDES (NO<sub>x</sub>)

The term used to describe the sum of NO, NO<sup>2</sup> and other oxides of nitrogen that play a major role in the formation of ozone.

### OXYGEN DELIGNIFICATION

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

### PARTICULATE MATTER (PM)

Fine liquid or solid particles such as dust, smoke, mist, fumes or smog found in air or emissions. Inhalable PM includes both fine and coarse particles. These particles can accumulate in the respiratory system and are associated with numerous health effects.

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### RECORDABLE INCIDENT

An incident is recordable if it results in a work-related injury or illness that results in death, days away, restricted activity, job transfer, medical treatment beyond first aid, loss of consciousness, or significant diagnosis.

### RECORDABLE INCIDENT RATE (RIR)

The rate is the count of occurrences per 100 employees per year. An occurrence may be a recordable incident, lost-workday case or lost

workdays.

**RIPARIAN**

On or next to the bank of a river, pond or lake.

**SEQUESTRATION**

The uptake and storage of carbon dioxide in a different form, such as wood or trees. Trees absorb carbon dioxide from the atmosphere and bind the carbon in wood fiber both while the tree lives and after it is converted into lumber and paper.

**SULFUR DIOXIDE (SO<sub>2</sub>)**

A gaseous molecule made of sulfur and oxygen. High concentrations of SO<sub>2</sub> can result in temporary breathing impairment for asthmatic children and adults who are active outdoors.

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**TOTAL REDUCED SULFUR (TRS)**

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

**TOTAL SUSPENDED SOLIDS (TSS)**

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

**VOLATILE ORGANIC COMPOUNDS (VOCs)**

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

**VOLUNTARY PROTECTION PROGRAM (VPP)**

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

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DOWNLOADS

Sustainability reporting is not new to us. We published our first annual environmental performance report in 1993 and our first citizenship report in 2001. We combined these reports into a comprehensive sustainability report in 2002 and moved to an online report in 2008.

Although we encourage visitors to explore our report using the online functionality, we provide downloadable PDFs of our current and past reports starting in 2004. Please note, starting in 2008, the PDFs of the on-line report and are not formatted as published documents.

When navigating through these documents, be sure to use the PDF menu on the far left, rather than the embedded menu on each page, since the links within the document will redirect you to our current website.

Description	Size	Download
2012 Sustainability Report (without Forestry Education, Giving Fund grant guidelines, or fillable forms)		Coming Soon
2011 Sustainability Report	10 MB	
2010 Sustainability Report	10.7 MB	
2009 Sustainability Report	7.4 MB	
2008 Sustainability Report	6.1 MB	
2006 Sustainability Report	2.7 MB	
2005 Sustainability Report	3.0 MB	
2004 Sustainability Report	3.2 MB	

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SUSTAINABILITY WEBSITE CONTENT

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

Our process for determining report content includes:

- Identifying key audiences for the report, including customers, investors, current and potential employees, and other stakeholders.
- Determining the information needs of our audiences based on our internal tracking of stakeholder inquiries, broader sustainability trends, and feedback from key users of the report.
- Comparing these content needs with the Global Reporting Initiative indicators and prioritizing topics within the report.
- Measuring our sustainability performance using a progress toward goals chart.

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DATA

Except where noted, this report covers all operations of Weyerhaeuser during calendar year 2012. Financial results are for fiscal year 2012.

2012 ENVIRONMENTAL DATA

Included

Weyerhaeuser global operations owned in 2012:

- 7 cellulose fibers facilities
- 33 wood products manufacturing locations
- 24 wood products distribution centers
- 5 Real Estate businesses

Not included

- Operations sold or closed during 2012
- Joint ventures, except for NORPAC, a newsprint mill

- 2 corporate office buildings

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## HOW DATA IN THIS REPORT WERE VERIFIED

The Weyerhaeuser data contained in this report are drawn from:

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

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

In addition, each section of the website is reviewed by an internal subject-matter expert to ensure accuracy. The final draft of the website is reviewed by key senior leaders and subject matter experts to ensure the information is accurately communicated. Each page notes the date content was last reviewed and updated as needed on the bottom of the page.

Although we have evaluated options for external verification of data, we do not currently externally verify all of the data included in this report. We continue to monitor stakeholder interest and trends in external verification. In 2012, our internal audit team conducted a review of our data gathering and management processes and found no major issues.

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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, both good and bad. Our sustainability website is one avenue for us to not only share our story and our data, but an opportunity for our stakeholders to join us on our journey.

We welcome your input and feedback on our sustainability strategy and encourage you to explore the wealth of information, as well as our results, provided on this website.

Your feedback is important to us. Please take a moment to fill out this survey.

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

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

1 2 3 4 5

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

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

a. Credible and openly reports on the topics

1 2 3 4

b. Clear and easy to understand

1 2 3 4

c. Complete and accurate

1 2 3 4

d. Logically organized and easy to use

1 2 3 4

e. Covers the most relevant issues regarding our social, environmental and economic performance

1 2 3 4

3. How much of this report did you read?

- All of the Sustainability section of wy.com
- About half
- One topic (e.g., Our Results, Water)
- Only a few pages
- None

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

- Our Story
- Our Results
- Performance
- People
- Planet
- Extras

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

- Wholesale customer of our products
- Consumer of our products
- Public official
- Resident of a community where we operate
- Investor
- Member of an environmental or other nongovernmental organization
- Reporter or other news media
- Weyerhaeuser employee
- Sustainability professional
- Student/teacher
- Other (please specify)

6. Based on what you've seen in this report, do you think that we are managing the company in a sustainable way?

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

1    2    3    4

7. Do you have any additional comments ?

Contact information (optional):

Name:

E-mail:

Address:

Phone:



For security reasons, please enter the characters shown above:



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## RELATED LINKS

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[Ethics and Business Conduct](#)

[Past Reports](#)

[Stakeholder Engagement](#)

[Current Issues](#)

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