

## GRI INDEX | Where you'll find lots of details

We are strongly committed to continuous improvement in our performance related to environmental stewardship, social responsibility and strong governance, and we are equally committed to transparently sharing our successes and challenges along the way.

Our website serves as our primary method to communicate our [sustainability strategy](#), progress and performance, and we update it annually in accordance with internationally recognized sustainability reporting standards and practices. We also offer [printable resources](#), a [blog](#) of case studies illustrating our commitment to sustainability and an opportunity to [provide feedback](#) on our website. Annual updates to our sustainability reporting are reviewed and approved by our corporate law department.

## GRI INDEX

The Global Reporting Initiative standards provide a globally recognized model for us to measure and share our performance. Our GRI Index includes general disclosures, as well as topic-specific disclosures such as our company profile, economic and environmental performance, our impacts on society and other disclosures relevant to our company.

We prepare our [annual update to our sustainability website](#) in accordance with the GRI Standards.

Disclosure	Title	Location	Additional Information
GRI 2: GENERAL DISCLOSURES			
The organization and its reporting practices			
2-1	Organizational details	Weyerhaeuser Company Ownership & legal form: <a href="#">Annual Report</a> : Form 10-K Seattle, Washington, USA Our major operations are in the United States and Canada. <a href="#">Annual Report</a> : 10– 18	
2-2	Entities included in the organization's sustainability reporting	<a href="#">Annual Report</a> : 63	

2-3	Reporting period, frequency and contact point	Annually January 1, 2022 – December 31, 2022 April 28, 2023 <a href="#">Feedback</a>	
2-4	Restatements of information	Total environmental data values no longer include: Montana timberlands (sold in 2020), 149,000 acres of Oregon timberlands (sold in 2020) and 145,000 acres of timberlands in Washington (sold in 2021).	
2-5	External assurance	In 2023, we obtained limited assurance for our 2020, 2021, and 2022 Scope 1, Scope 2 (location-based), Scope 2 (market-based), combined Scope 1 & 2 (location-based) and combined Scope 1 & 2 (market -based) emissions from a third-party attestation provider.  Assurance letter	
Activities and workers			

2-6	Activities, value chain and other business relationships	<p>We are one of the world's largest private owners of timberlands. We own or control 10.6 million acres of timberlands in the U.S. and manage an additional 14.1 million acres of timberlands under long-term licenses in Canada. We manage these timberlands on a sustainable basis in compliance with internationally recognized forestry standards. As one of the largest manufacturers of high-quality wood products, we operate 35 wood products manufacturing facilities and 19 building materials distribution centers across North America.</p> <p>Our critical suppliers are those we depend on for market success and the sustainable operation of our company. These include direct suppliers of wood and raw materials, as well as maintenance and repair suppliers who support machinery and technology used in our manufacturing operations. We have approximately 1,300 suppliers of wood, 15 suppliers of chemical additives, and 3,600 maintenance, repair and operations suppliers.</p> <p>We select our Tier 1 suppliers using a rigorous process that incorporates assessments of technical expertise, cost, quality, service and risk.</p> <p>Our Wood Products business uses a Procurement Risk Mitigation Matrix to assess key risks for critical suppliers, including business continuity, safety, financial, security and reputation risk. These and other sustainability risks are reviewed and used to construct a supply strategy to mitigate potential risks. Key elements of this strategy include supplier choice, supplier diversification and negotiation of various contractual elements. We monitor performance using 10 carefully selected key performance indicators (KPIs) related to procurement and materials management.</p> <p>In 2022, purchased 80,800 acres of timberlands in North and South Carolina.</p> <p><b>Annual Report: 1-20</b></p>	<a href="#">Responsible Wood Fiber</a>
2-7	Employees	<a href="#">Data – Employees</a> <a href="#">Data - Diversity</a>	Employee data is counted on the last day of our financial reporting period,

2-8	Workers who are not employees	We partner with ISN, a contractor and supplier information management company, to manage the assessment of the qualifications of contract workers and suppliers. We currently have 1,377 non-employee worker companies who are managed by ISN and meet our defined ESG requirements to provide services.	
Governance			
2-9	Governance Structure	<a href="#">Strong Governance</a>	
		<a href="#">Board Oversight</a>	
		<a href="#">Proxy Statement</a> : 12–22	
		<a href="#">Committee Charters and Composition</a>	
2-10	Nomination and selection of the highest governance body	<a href="#">Board of Directors – Governance Guidelines</a>	
		<a href="#">Proxy Statement</a> : 24-30	
2-11	Chair of the highest governance body	<a href="#">Board of Directors</a>	
2-12	Role of highest governance body in overseeing the management of impacts	<p>Our board, through its company direction-setting process, establishes companywide strategic direction for environmental, social and governance issues as well as capital spending, business and financial matters.</p> <p>Annually, our sustainability materiality assessment is closely aligned with the company's enterprise risk management process. In addition to the description in Determining What Is Significant, our enterprise risk management team works closely with functional and operational leaders and other staff across the company to assemble information on risks and their potential likelihood and impact to the company and its stakeholders. This process includes reviewing current business priorities, policies and procedures; mitigation strategies; and emerging trends.</p> <p>After processing and analyzing the risks, the enterprise risk team prepares a companywide heat map and business unit heat maps. A heat map is basically a visual representation of the greatest risks to the company and their relative ranking in terms of likelihood and impact. After initial preparation, the team meets with senior management to review the heat maps and</p>	

		<p>discuss any key risks and related content that arose from initial leadership meetings.</p> <p>After final approval from senior management, the heat maps and any other relevant enterprise-risk-related topics are presented to the board of directors. After this final review, and with the board of directors' approval, the enterprise risk team shares this information (heat maps and risks) with other extended leadership to ensure risk ownership and understanding throughout the company. At this point, the heat maps become the basis for the sustainability materiality assessment.</p> <p><a href="#">Board Oversight</a>  <a href="#">Determining What Is Significant</a></p>	
2-13	Delegation of responsibility for managing impacts	<p><a href="#">Our Strategy</a>  <a href="#">Proxy Statement</a>: 3, 15 - 17</p>	
2-14	Role of the highest governance body in sustainability reporting	The Governance and Corporate Responsibility Committee reviews progress against our sustainability strategy and goals. Our corporate law department reviews and approves the annual update to our sustainability report.	
2-15	Conflicts of interest	<a href="#">Board of Directors – Governance Guidelines</a>	
2-16	Communication of critical concerns	<a href="#">Integrity</a>	
		<a href="#">Proxy Statement</a> : 22	See our <a href="#">Code of Ethics</a> for more information on reporting.
		<a href="#">Governance and Corporate Responsibility Committee Charter</a>	
2-17	Collective knowledge of the highest governance body	<a href="#">Our Strategy</a> <a href="#">Governance and Corporate Responsibility Committee</a>	
		<a href="#">Corporate Governance Guidelines</a>	
2-18	Evaluation of the performance of the highest governance body	<a href="#">Governance Highlights</a> <a href="#">Proxy Statement</a> : 21	
2-19	Remuneration policies	<a href="#">Proxy Statement</a> : 32 - 66	
2-20	Process to determine remuneration	<a href="#">Proxy Statement</a> : 32 - 66	

2-21	Annual total compensation ratio	<a href="#">Proxy Statement: 62</a>	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	<a href="#">CEO Message</a> <a href="#">Our Strategy</a>	
2-23	Policy commitments	<a href="#">Integrity</a> <a href="#">Code of Ethics</a> <a href="#">Supplier Code of Ethics</a> <a href="#">Human Rights Policy</a> <a href="#">Product Stewardship Policy</a>	
2-24	Embedding policy commitments	<a href="#">Integrity</a> <a href="#">Ensuring Disciplined Risk Management</a>	
2-25	Processes to remediate negative impacts	<a href="#">Integrity</a>	
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Integrity</a>  Inside or outside our organization, anyone can confidentially and anonymously call our EthicsLine at 800-716-3488 or use <a href="#">Weyerhaeuser EthicsOnline</a> .	
2-27	Compliance with laws and regulations	<a href="#">Data – Environmental Compliance</a> <a href="#">Data – Health &amp; Safety</a>	Non-compliance issues include late submittal of Tier 2 report, exceedance of NPDES permit limit, exceedances of limit on monitoring well, health complaints and inspection results.
2-28	Membership associations	Alberta Forest Products Association Alberta Trappers Association American Wood Council Arkansas Forest and Paper Council Council of Forest Industries Forest Products Association of Canada Forest Resources Association, Inc. Georgia Paper & Forest Products Association Mississippi Forest Products Council National Alliance of Forest Owners National Association of REITS North Carolina Manufacturers Alliance Oregon Business & Industry Oregon Forest Industries Council Oregonians for Food & Shelter	

		Treated Wood Council US Industrial Pellet Association Washington Forest Protection Association	
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>	
2-30	Collective bargaining agreements	<a href="#">Data – Employee Representation</a> <a href="#">Human Rights Policy</a>	
GRI 3 Material Topics			
3-1	Process to determine material topics	<a href="#">Ensuring Disciplines Risk Management</a> <a href="#">Determining What Is Significant</a>	
3-2	List of material topics	<a href="#">Determining What Is Significant</a>	
3-3	Management of material topics	<a href="#">Sustainable Forestry</a> <a href="#">Climate Change</a> <a href="#">Natural Climate Solutions</a> <a href="#">Health &amp; Safety</a> <a href="#">Certification</a> <a href="#">Biodiversity</a> <a href="#">Public Policy &amp; Regulations</a> <a href="#">Economic Performance</a> <a href="#">Environmental Management</a>  Policies and commitments related to material topics: <ul style="list-style-type: none"> <li>• <a href="#">Anti-Bribery Policy</a></li> <li>• <a href="#">Anti-Discrimination, Anti-Harassment and Equal Employment Opportunity Policy</a></li> <li>• <a href="#">Chemical Management Policy</a></li> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Health and Safety Policy</a></li> <li>• <a href="#">Human Rights Policy</a> (and all commitments contained within)</li> <li>• <a href="#">Product Stewardship Policy</a></li> <li>• <a href="#">Supplier Code of Ethics</a></li> <li>• <a href="#">Sustainable Forestry Policy</a></li> <li>• <a href="#">Threatened and Endangered Species Policy</a></li> <li>• <a href="#">Wood Procurement Policy</a></li> <li>• <a href="#">Consortium for Research on Renewable Industrial Materials</a></li> </ul>	

		<p>Actions taken to manage material topics:</p> <p>Annually, we carry out an enterprise-wide risk assessment to gather information from across the organization to ensure we understand where our greatest exposures reside and what is material to our company. We review our assessment and ensure the identified topics are relevant, significant, and aligned with our companywide enterprise risk assessment. We regularly conduct internal audits to ensure compliance with environmental, safety, financial, disclosure and other regulations; our own voluntary standards; and our company policies. When noncompliance issues are identified, we develop, implement and track corrective action plans to ensure timely resolution</p>	
200 ECONOMIC			
GRI 201: ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	<a href="#">Annual Report: 57–61</a>	
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Climate Change TCFD Alignment</a>	Costs associated with these risks are not separated since they are integrated into all aspects of our business.
		<a href="#">Annual Report: 33</a>	
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Annual Report: 66–67, 72–79</a>	
GRI 203: INDIRECT ECONOMIC IMPACTS			
203-2	Significant indirect economic impacts	<a href="#">Citizenship Data: Economic Value</a>	
		<a href="#">Rural Communities</a>	
GRI 204: PROCUREMENT PRACTICES			
204-1	Proportion of spending on local suppliers	<a href="#">Responsible Wood Fiber</a>	A minimum of 30 percent of our overall spend could be considered from local suppliers. This is our approximate spend on logs and wood fiber for our mills.



GRI 205: ANTI-CORRUPTION			•
205-1	Operations assessed for risks related to corruption	We are committed to obeying the law in all countries where we do business. We have adopted policies and standards to ensure that we comply with the Foreign Corrupt Practices Act and similar anti-corruption laws in each country where we do business.	
		100 percent of our main businesses and staff function groups are analyzed each year. We disclose material risks in our periodic filings to the SEC.	
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Integrity</a>	
		We regularly train employees on our anti-bribery policy. 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. We require 100 percent of targeted employees and third-party intermediaries to take anti-bribery training. The target audience for anti-bribery training is all senior management team members and their direct reports; all salaried employees 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., Canadian and international employees who work in international sales, customer service with international responsibilities, and trade/export; and 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.	
205-3	Confirmed incidents of corruption and actions taken	We disclose all material litigations and legal proceedings in our periodic filings to the SEC.	
GRI 206: ANTI-COMPETITIVE BEHAVIOR			

206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Our employees are expected to comply with our company's core policy, as well as all U.S. and other countries' 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. We disclose all material litigation and legal proceedings in our periodic filings to the SEC.	
GRI 207: TAX			
207-1	Approach to tax	<p>In addition to providing employment and fostering economic activity in the communities in which we operate, we also support the community through a variety of U.S. federal, state and local tax payments, as well as federal and provincial tax payments in Canada. Our approach to tax planning is to develop tax-efficient solutions that support the company's operational initiatives and goals and minimize our consolidated tax risks and liabilities. Our corporate tax policies and strategy are rooted in our company's <a href="#">Code of Ethics</a>. We observe all applicable tax rules and regulations in the jurisdictions in which we have a tax presence. We have a low tolerance for tax risk. We strive to obtain certainty for our financial reporting obligations and prevent any potential negative impacts to our shareholders and our company's reputation.</p> <p>Our tax strategy includes:</p> <ul style="list-style-type: none"> <li>• Satisfying all income tax reporting and filing obligations in a timely manner and in accordance with laws and regulations</li> <li>• Mitigating tax risk through thoughtful implementation and documentation, proactive involvement in legislation, and participation in current audit programs with federal, state, and local governments</li> <li>• Ensuring sustainable, arms-length pricing on intercompany transactions</li> </ul> <p>For U.S. federal and state income tax purposes, we have elected to be taxed as a Real Estate Investment Trust (REIT) and continue to operate in a manner that qualifies us for REIT status. As such, a significant portion of our income is not subject to corporate income tax, provided we distribute our taxable income to our shareholders.</p>	

		<p>KPMG reviews our tax provision (financial reporting for taxes) quarterly and for the full calendar year. This is part of their overall financial audit that culminates in their independent audit opinion issued in connection with our published financial statements and annual report.</p> <p><a href="#">Risk Management</a></p>	
207-2	Tax governance, control, and risk management	<p>The chief financial officer ensures compliance with strategy. Tax risks are part of the enterprise risk assessment conducted with our senior management team and board of directors. Anyone can anonymously report unethical or unlawful behavior or integrity in relation to tax to <a href="#">Weyerhaeuser EthicsOnline</a> or call our EthicsLine at 800-716-3488.</p> <p>Areas of identified risks related to tax can be found in our <a href="#">Annual Report</a>: 25, 29, 32 - 33, 35–38.</p>	
207-3	Stakeholder engagement and management of concerns related to tax	<p>We participate in the political process to help shape policy and legislation related to taxes affecting our company and industry. <a href="#">Public policy</a> and legislative priorities are reviewed annually with senior business leaders and our board of directors' Governance and Corporate Responsibility Committee.</p> <p>Some of the tax issues that could affect our company can be found in our <a href="#">Annual Report</a>: 25, 29, 32 - 33, 35–38.</p>	
207-4	Country-by-country reporting	<p>As a U.S. multinational enterprise, we are required to report certain financial information on a country-by-country basis annually with our U.S. federal income tax return.</p> <p>Time period covered: Jan. 1–Dec. 31, 2022.</p> <p><a href="#">Data: Employees</a></p> <p>Tax information is available in our <a href="#">Annual Report</a>: 48, 66, 88–90.</p>	
300 ENVIRONMENTAL			
GRI 301: MATERIALS			
301-1	Materials used by weight or volume	<a href="#">Data – Raw Material Use</a>	
		<a href="#">Annual Report</a> : 19	

301-2	Recycled input materials used	We do not consider this metric to be significant to our company. Our oriented strand board uses byproducts from other manufacturing processes, which we see as a more relevant measure of reducing society's demand for raw materials.	
301-3	Reclaimed products and their packaging materials	We do not consider this metric to be significant to our company, given our focus is on growing and managing forests and producing wood products made from this renewable resource. Our products are used primarily in home construction and are packaged primarily for protection during transport to distribution centers and building sites.	

GRI 302: ENERGY			
302-1	Energy consumption within the organization	<a href="#">Energy Choices</a>	Our Wood Products manufacturing business spends approximately \$100 million per year on energy, primarily electricity and natural gas. Rising energy costs affect our operations, and improving energy efficiency helps reduce costs and emissions.
		<a href="#">Data – Energy</a>	
302-2	Energy consumption outside the organization	<a href="#">Green Building</a>	
302-3	Energy intensity	<a href="#">Data – Energy</a>	
302-4	Reduction of energy consumption	<a href="#">Energy Choices</a>	In 2021 we launched an energy strategy, partnered with the U.S. Department of Energy’s Better Plants Program and set a goal to improve energy efficiency by 10% between 2020 and 2030.
302-5	Reductions in energy requirements of products and services	<a href="#">Energy Choices</a>	
		<a href="#">Green Building</a>	
GRI 303: WATER AND EFFLUENTS			

303-1	Interactions with water as a shared resource	<a href="#">Clean Water</a>	We recognize that water risks are a global challenge. Through internal analyses and tracking, we manage water risk at the site level. In 2018, we used the <a href="#">World Resources Institute Aqueduct Water Risk Atlas</a> to assess water risk associated with our manufacturing facilities. The <a href="#">results of our analysis</a> revealed that none of our sites showed a high-water risk, congruent with the internal analyses and tracking performed at our sites. We will conduct a review of this analysis when new locations are brought into our portfolio or every five years, whichever is sooner. Our commitment is to complete a reassessment of water risks related to our manufacturing sites by year-end 2023 using the latest iteration of Aqueduct.
303-3	Water withdrawal	<a href="#">Data – Water Use</a>	
GRI 304: BIODIVERSITY			
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	<a href="#">Timberlands: Sustainable Forestry</a>  <a href="#">Annual Report: 22–23</a>	Review the information about our forests in the <a href="#">Western U.S.</a> , <a href="#">Southern U.S.</a> , <a href="#">Northeastern U.S.</a> and in <a href="#">Canada</a> .
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">Biodiversity</a>	

304-3	Habitats protected or restored	<a href="#">Timberlands: Sustainable Forestry</a>	
		<a href="#">Data – Ecosystem Services</a>	
		<a href="#">Annual Report: 3–4</a>	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Timberlands: Sustainable Forestry</a>	Review the information about our forests in the <a href="#">Western U.S.</a> , <a href="#">Southern U.S.</a> , <a href="#">Northeastern U.S.</a> and in <a href="#">Canada</a> .
		<a href="#">Annual Report: 22–23</a>	
GRI 305: EMISSIONS			
305-1	Direct (Scope 1) GHG emissions	<a href="#">Improving Air Quality</a>	<a href="#">Carbon Record Methodology</a>
		<a href="#">Annual Report: 3, 24–25</a>	
		<a href="#">Data: Greenhouse Gas Emissions</a>	
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Data: Greenhouse Gas Emissions</a>	
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Data: Greenhouse Gas Emissions</a>	
305-4	GHG emissions intensity	<a href="#">Data – Greenhouse Gas Emissions</a>	
305-5	Reduction of GHG emissions	<a href="#">Climate Change</a>	
		<a href="#">Annual Report: 3, 24–25</a>	
305-7	NOx, SOx, and other significant air emissions	<a href="#">Improving Air Quality</a>	
		<a href="#">Data: Air Emissions</a>	
		<a href="#">Annual Report: 3,, 24–25</a>	
GRI 306: EFFLUENTS AND WASTE			
306-1	Waste generation and significant waste-related impacts	<a href="#">Minimizing Waste</a>	On average, we use 95 percent of each log that enters our facilities. Our largest input is logs used to create our wood products.
306-3	Waste generated	<a href="#">Data – Residuals and 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.
306-4	Waste diverted from disposal	<a href="#">Data – Residuals and Waste</a>	

306-5	Waste directed to disposal	<a href="#">Data – Residuals and Waste</a>	
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GRI 307: ENVIRONMENTAL COMPLIANCE			
307-1	Noncompliance with environmental laws and regulations	<a href="#">Data – Environmental Compliance</a>	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT			
308-1	New suppliers that were screened using environmental criteria	<a href="#">Supplier Code of Ethics</a>	
		<a href="#">Disciplined Risk Management</a>	
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">Responsible Wood Fiber</a>	
400 SOCIAL			
GRI 401: EMPLOYMENT			
401-1	New employee hires and employee turnover	<a href="#">Developing Our People</a>	We do not disclose new hires or turnovers by gender or age group.
		<a href="#">Growth and Development</a>	
		<a href="#">Data – Employees</a>	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Less than 1 percent of our employees are part-time or temporary, thus, we do not consider this metric to be significant to our company.	
401-3	Parental leave	As of Jan. 1, 2020, Weyerhaeuser has offered paid parental leave: All U.S. nonunion employees can take up to four weeks of fully paid leave upon the arrival of a new child or children in their family. (Canadian employees receive parental leave in accordance with provincial employment standards.) This is in addition to our current six-week disability leave for birth mothers, our adoption assistance program and other family-related benefits.	

GRI 402: LABOR/MANAGEMENT RELATIONS			
402-1	Minimum notice periods regarding significant operational changes	Our labor contracts generally require 5- to 10-day advance notice to change employees' scheduled hours of work. In addition, the U.S. WARN Act requires 60-day notice of covered plant closings and covered mass layoffs. If the company needs to curtail operations sooner, we pay employees for the notice period.	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY			
403-1	Occupational health and safety management system	<a href="#">Safety</a> <a href="#">Health and Safety Policy</a>	We partner with ISN, an industry leader in contractor safety qualification and monitoring, to remain at the forefront of safety controls.
403-2	Hazard identification, risk assessment, and incident investigation	<p>We shifted our focus to a more risk-based platform, where hazards are systematically identified, and the corresponding risks and controls are assessed and determined. Common hazard identification and risk assessment tools include our RADAR+ form, Hazard-Risk-Decide form (timberlands) and 10-Step RADAR. Every site has an annual risk-based safety plan in which prevention activities are aligned to higher risks. Elevated-risk timberlands contractors are assessed at hire and annually using a common nine-box risk assessment tool. The goal of hazard identification and risk assessment is to prevent incidents that would hence require investigation.</p> <p>The purpose and scope of our Safety Standard: Incident Investigation is to objectively investigate and properly respond to an incident that results in a fatality, injury, near mishap, at-risk behavior, hazardous condition or fire/property damage to prevent reoccurrence and meet compliance requirements. This standard applies to all Weyerhaeuser operations and employees. Standard requirements include adherence to Weyerhaeuser's incident investigation process and meeting notification requirements and communicating investigation results. All employees who participate in incident investigations must, at a minimum, be trained in basic investigation procedures and have completed qualified incident investigation training.</p>	

		<p>We use a standardized and common incident database to input and maintain electronic investigation records. The database also populates injury logs required by regulation as well as company statistics. Comprehensive and ongoing training is provided to system users and administrators. A company goal is to conduct comprehensive, business-wide reviews, which include sharing key learnings of all serious incidents within a two-month period.</p> <p><a href="#">Safety</a></p> <p><a href="#">Data – Health and Safety</a></p>	
403-3	Occupational health services	<p>Weyerhaeuser protects employee health and medical information using a variety of systems and processes. Disability Management, Benefits, Worker Compensation and Occupational Health all operate under their appropriate confidentiality processes with information firewalls. Employee occupational medical records required by OSHA regulations are maintained by designated company medical records custodians. Employee medical information and human resources files are maintained separately. U.S. employees are informed of their right to access medical records in accordance with OSHA regulations. Consulting occupational health nurse(s) and in-house health professionals, such as industrial hygienists, practice under their respective ethics codes and professional practice requirements to maintain confidentiality.</p> <p>The company has a document, <a href="#">Privacy Guidelines for Safety Reporting</a>, that provides guidance on privacy issues in preparing incident reports and alerts.</p>	
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>It is an expectation that each manufacturing site has an active health and safety committee that performs planned activities in support of their site's risk-based safety plan, including regular workplace audits, as well as fulfilling any auditing requirements in accordance with OSHA or provincial requirements. Auditors verify the following through meeting minutes, action plans and interviews: the safety committee meets monthly; the committee consists of a cross-section of employees, representing different departments, functions</p>	

		and shifts; the chair is someone other than a member of the site leadership team; and there are written guidelines outlining the committee's objectives, authority and responsibilities. Employees and leadership must consider the committee to be effective in addressing site issues and a group whose decisions are acted upon. The results of a Wood Products 2022 safety goal for employee involvement showed that 91 percent of sites met the criteria of greater than 90 percent employee involvement in safety activities.. Wood Products employees represent 77 percent of all employees.	
403-5	Worker training on occupational health and safety	<a href="#">Data – Training and Education</a> We use a Safety Training Matrix to identify required training based on employee job exposure. There were 39,279 online safety trainings completed in 2022, which included topics such as aerial work platforms, chain saw safety, chemical management, hazard communication, hearing conservation, electrical safety, fall protection, heat stress and lockout/tagout. We maintain and grow our electronic training library using a vendor service supplemented by internally developed training. Local in-person training sessions are also common, including onboarding and task/job-based safety training. Specialized safety training is also conducted at off-site locations as needed.	
403-6	Promotion of worker health	<a href="#">Pay and Benefits</a>	
403-9	Work-related injuries	<a href="#">Data – Health and Safety</a>  Our two highest categories of injuries were the following: 34% were strains/sprains, and 30% were cut/puncture wounds.	
403-10	Work-related ill health	We do not have any occupations associated with a high incidence or high risk of diseases. We have comprehensive hearing conservation programs that include exposure assessments, training, audiometric testing and controls, including noise reduction and PPE. Sites have regular industrial hygiene surveys to assess chemical and noise exposures.	
GRI 404: TRAINING AND EDUCATION			

404-1	Average hours of training per year per employee	<a href="#">Developing Our People</a>	Weyerhaeuser does not track training by gender. Employee category training is tracked by site and not companywide.
		<a href="#">Data – Training and Education</a>	
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Developing Our People</a>	
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Developing Our People</a>	
		Our salaried employees receive regular career development and performance reviews, including performance management plans and individual development plans. Our hourly employees receive regular performance feedback as part of their ongoing work and follow a career progression process to achieve the necessary skills to develop professionally.	

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	<a href="#">Inclusion</a>	
		<a href="#">Data – Diversity</a>	
		<a href="#">Board of Directors</a>	
		<a href="#">Proxy Statement</a> : 3, 4, 9, 24–27	
		<a href="#">EEO-1 Consolidated Report</a>	
405-2	Ratio of basic salary and remuneration of women to men	We have procedures and policies in place to ensure equal compensation regardless of gender, race, religion, sexual orientation and other characteristics protected under law. Our salary structure prescribes a salary band for every job and further supports equal compensation.	
GRI 406: NONDISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	We disclose all material litigation and legal proceedings in our periodic filings to the SEC.	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our labor relations continue to be guided by principles jointly developed with the union that represents most 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 free association, including the right to freely choose to organize and bargain collectively. We believe these rights are not at risk at any Weyerhaeuser operation.	
		<a href="#">Human Rights Policy</a>	

GRI 409: FORCED OR COMPULSORY LABOR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Our entire wood supply is certified to the SFI Fiber Sourcing Standard, which specifically requires A written policy demonstrating commitment to comply with social laws, such as those covering civil rights, equal employment opportunities, gender equality, diversity inclusion, anti-discrimination and anti-harassment measures, workers' compensation, Indigenous Peoples' rights, workers' and communities' right to know, prevailing wages, workers' right to organize, and occupational health and safety which meet the spirit and intent of the International Labour Organization (ILO) Declaration on the Fundamental Principles and Rights at Work (1998).</p> <p><a href="#">Human Rights Policy</a></p>	
GRI 411: RIGHTS OF INDIGENOUS PEOPLES			
411-1	Incidents of violations involving rights of Indigenous peoples	We disclose all material litigation and legal proceedings in our periodic filings to the SEC.	
GRI 412: HUMAN RIGHTS ASSESSMENT			
412-2	Employee training on human rights policies or procedures	<a href="#">Human Rights Policy</a>	Our operations are in North America. Although we do not have major operations in countries or locations where we believe human rights are at risk, we have implemented policies and programs to ensure these rights are protected.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Canadian Forests</a>	We manage millions of acres of forestland in Canada. Most forests in Canada are owned by the provincial governments. These forests, also called Crown lands, are managed on behalf of the people of the provinces. The provincial governments grant many entities, including Weyerhaeuser, the rights to operate in these forests. The laws applied to land management are strict and are reflected in agreements and contracts with the provincial government.

GRI 413: LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Citizenship</a>	
		<a href="#">Stakeholder Engagement</a> <a href="#">Rural Communities</a>	



GRI 414: SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria	<a href="#">Integrity</a>	
		<a href="#">Supplier Code of Ethics</a>	
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Grassy Narrows</a>	
GRI 415: PUBLIC POLICY			
415-1	Political contributions	In 2022, Weyerhaeuser Company and our subsidiaries based in the U.S. donated \$157,500 in the following states (search "Weyerhaeuser" on the linked government websites): <a href="#">Alabama</a> , <a href="#">Florida</a> , <a href="#">Louisiana</a> , <a href="#">Maine</a> , <a href="#">Mississippi</a> , <a href="#">Oregon</a> , and <a href="#">Washington</a> . Also in 2022, our WPAC donated \$267,000 to federal candidates, committees and some state candidates.  We generally do not contribute to political 527 or 501(c)(4) organizations but will disclose this information in our report if we do.  In 2022, Weyerhaeuser Company Limited, our Canadian subsidiary, did not donate to political parties or candidates in Canada.	View our archived 2018–2022 political donations.
		<a href="#">Data – Political Contributions</a>	
GRI 416: CUSTOMER HEALTH AND SAFETY			
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Product Stewardship &amp; Safety Data Sheets</a>	
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services.	
GRI 417: MARKETING AND LABELING			
417-1	Requirements for product and service information and labeling	<a href="#">Product Stewardship &amp; Safety Data Sheets</a>	

417-2	Incidents of noncompliance concerning product and service information and labeling	We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services.	
417-3	Incidents of noncompliance concerning marketing communications	We are not aware of any fines for noncompliance with laws or regulations concerning the provision and use of our products and services.	
GRI 419: SOCIOECONOMIC COMPLIANCE			
419-1	Noncompliance with laws and regulations in the social and economic area	<a href="#">Integrity</a>	
		We disclose all material litigation and legal proceedings in our periodic filings to the SEC.	