



A Policy and Framework for Building Relationships

CANADA'S ABORIGINAL PEOPLES
AND WEYERHAEUSER



Weyerhaeuser

The future is growing™



TABLE OF CONTENTS

Introduction	2
Policy Rationale	3
How The Policy Should Be Used	3
Policy Framework	4
<i>Why Aboriginal Relationships Are Important</i>	4
<i>Principles Of Relationship Building</i>	4
Policy Statement	5
Areas Of Opportunity For Building Relationships With Aboriginal Peoples:	6
<i>Employment (Direct And Indirect)</i>	6
<i>Business Relationships</i>	9
<i>Education And Training (External And Internal)</i>	9
<i>Community Involvement</i>	11
Monitoring And Evaluation	12
Roles And Responsibilities	12



INTRODUCTION

This policy guides Weyerhaeuser and our employees in Canada, and provides a framework for building mutually beneficial relationships with Aboriginal peoples who are affected by Weyerhaeuser's Canadian operations.

The policy describes Weyerhaeuser's commitment to building long-term, successful relationships between Weyerhaeuser and Aboriginal peoples. It was originally written in the 1990s to reflect Weyerhaeuser's commitments to Aboriginal peoples in the Canadian forest products sector. The policy has since been expanded and amended to reflect Weyerhaeuser's broader focus on building relationships.

Beneficial changes for Aboriginal communities in Canada as a whole have been slow in coming. Weyerhaeuser supports the timely and meaningful resolution of longstanding Aboriginal claims to land and resources across the country. In some cases, such as where an Aboriginal group asserts that Weyerhaeuser's activities are in conflict with an asserted right, resolution of the issue may fall outside the scope of this policy. The policy is intended to be used where opportunities exist for Weyerhaeuser to work together constructively with an Aboriginal group or business toward a shared goal.



POLICY RATIONALE

The rationale for this policy includes:

DIVERSITY/CITIZENSHIP – To make employment and other opportunities known and available to Aboriginal peoples in areas where we operate, and to use and recognize the skills and knowledge of Aboriginal workers.

BUSINESS – To ensure continued access to competitive sources of supply to our businesses.

COMPLIANCE – To ensure that we comply with legal requirements with respect to land and resource management affecting Aboriginal peoples.

HOW THIS POLICY SHOULD BE USED

This policy should be used:

To define general principles in order to achieve consistency across the company.

To suggest education and training opportunities that support understanding and inclusiveness.

To create a procedure to measure our progress toward implementation of this policy.



POLICY FRAMEWORK

The policy does not provide answers to specific situations. It identifies a broad course of action, a variety of options, and broad principles that help define how we will accomplish our goals.

Why Aboriginal Relationships are Important

Aboriginal peoples are an integral part of the communities in which Weyerhaeuser operates. In addition, they form a distinct constituency that helps create and improve public perception of forest management performance. The long-term, secure supply of good quality, competitively priced raw material, logs, and fibre is fundamental to Weyerhaeuser's operations. The needs and perspectives of Aboriginal peoples are relevant to many of our decisions, including the use of public land and resources.



4

We draw employees, suppliers, customers and contractors from Aboriginal communities. Aboriginal businesses represent a growing business sector capable of providing goods and services for our operations. Weyerhaeuser believes that it makes sound, strategic business sense to support involvement of Aboriginal peoples in Canada's economic growth, and to work proactively to build mutually beneficial business relationships with Aboriginal peoples.

Principles of Relationship Building

The following principles guide Weyerhaeuser in the development of relationships with Aboriginal peoples. We seek to:

- Acknowledge Aboriginal cultures, heritages and traditions, respect Aboriginal rights and status and understand Aboriginal points of view.
- Engage in regular, ongoing communication to foster continuing, improving and successful relationships between Weyerhaeuser and Aboriginal groups and leaders.

-
- Work with proven Aboriginal leaders and encourage the development of ongoing, capable Aboriginal leadership.
 - Enhance the value of resources through fair, equitable and mutually beneficial relationships.
 - Generate realistic expectations that recognize the rights of stakeholders and assist where possible with treaty settlement negotiations.
 - Recognize that both minor and major goals will be achieved over time and that there will be successes and learnings along the way.

POLICY STATEMENT

Weyerhaeuser will work proactively with each of its businesses to build mutually beneficial relationships with Aboriginal peoples in the company's areas of operation.



AREAS OF OPPORTUNITY FOR BUILDING BUSINESS RELATIONSHIPS WITH ABORIGINAL PEOPLES

Specific Policy Objectives, Scope and Procedures

EMPLOYMENT: Direct

OBJECTIVE: Weyerhaeuser's long-term objective is to create a work force that broadly reflects the demographics of the local communities in which we operate.

STRATEGIES: To increase direct employment and retention of Aboriginal peoples where they represent less than the broad demographic of the local communities in which we operate through activities such as:

1. Supporting the development of the job skills we need among Aboriginal peoples.
2. Encouraging Aboriginal applicants for employment.
3. Making Weyerhaeuser the first choice of employers among Aboriginal peoples.
4. Assessing the capability of all applicants, and providing offers of employment to the candidates who best meet business needs.
5. Where possible, if applicants have equal skills and qualifications, giving preference to Aboriginal applicants.
6. Providing training and development to employees.
7. Fostering a work environment that encourages all employees to succeed. (This may include mentor programs for Aboriginal employees.)



EXAMPLES:

1. Community Education

- We have current descriptions of base skill needs, performance expectations, and potential career options.
- We make community presentations to share this information.
- We assist in the development of employees.
- We build relationships with local educators to ensure that our base needs for skills are understood.
- We arrange summer student, intern and co-op placements to build and enhance skills.

2. Communication

- We communicate our employment needs to the community.

3. Employee Assessment

- We have an assessment procedure that measures results and is reviewed regularly.



4. Employee Training and Development

- We establish minimum education and competency standards for roles in our operations and geographies; when appropriate, we help prospective and current employees attain these standards.
- We have employee development procedures that include assessment, development, tracking and work experience. Our compensation program supports our development procedures.
- We promote and encourage individual development by providing in-service training and funding for external training.
- We actively recruit people of Aboriginal ancestry and provide on-the-job training.

5. Employee Support

- We have policies and procedures that keep the organization's knowledge and awareness of culture and diversity up to date.
- We have a mentoring program that supports employees who have questions or require coaching in addition to that provided by line leadership.

EMPLOYMENT: Indirect

OBJECTIVE: Weyerhaeuser's long-term objective is to purchase a level of goods and services from businesses that reflects the demographics of the local communities in which we operate, subject to the company's commitment to competitive purchasing.

STRATEGIES: To increase indirect employment of Aboriginal peoples where they represent less than the broad demographic of the local communities in which we operate through activities such as:

1. Ensuring a secure and cost-effective supply of the goods and services required to operate and maintain our businesses.
2. Defining and communicating our contractor qualification requirements.
3. Supporting contract opportunities with Aboriginal businesses and contractors who employ Aboriginal peoples, provided the two, preceding criteria (i.e. secure and cost-effective supply, contractor qualifications/requirements) are satisfied.

EXAMPLES:

1. We have a contractor qualification procedure that identifies businesses able to provide Weyerhaeuser with goods and services.
2. We have procedures to update and maintain our knowledge of local businesses. These include a feedback mechanism that tracks the skills and competencies of these businesses.
3. We have a contract review process that allows the company to change suppliers from time to time.



Business Relationships

OBJECTIVE: To continue to enhance our business relationships with Aboriginal communities, we will develop business arrangements that economically benefit Weyerhaeuser and Aboriginal communities.

STRATEGIES: Our activities in the area of developing business relationships include engaging in discussions that may lead to business opportunities with an Aboriginal group where the business opportunity:

1. meets a business case test;
2. helps us maintain or expand a pool of employees and contractors that more closely reflects the community in which the opportunity arises; or
3. allows access to new resources;

and the opportunity:

4. honours our contractual and legal commitments; and
5. has appropriate internal Weyerhaeuser approval.



9

EXAMPLES:

1. A harvesting contract with an Aboriginal company to harvest raw material for Weyerhaeuser.
2. A supply contract to supply a product or a by-product of our operations to a value-added Aboriginal operation.

EDUCATION AND TRAINING: External

OBJECTIVE: To reinforce the value of education within the communities around us.

STRATEGIES: To increase the pool of Aboriginal candidates that meet present and future workforce needs by emphasizing our workforce education and qualification standards to prospective Aboriginal students, and by supporting assistance programs for those Aboriginal students attempting to meet them.

EXAMPLES:

1. A scholarship program with a focus on Aboriginal students.
2. Post-graduate Aboriginal intern programs (e.g. Ministry of Forests in some provinces); associates programs.
3. Work experience co-op programs as part of an education program.
4. Support for special education events such as career and science fairs, school class tours, and local trade shows.
5. A process to identify business skill development needs and local Weyerhaeuser representatives willing to provide time toward meeting these needs.

EDUCATION AND TRAINING: Internal

OBJECTIVE: Weyerhaeuser will provide education to our employees to support a work environment in which our strategies to build Aboriginal relationships are understood, implemented, and supported.

STRATEGIES: Our activities in the area of internal education and training include:

1. Developing and delivering appropriate education packages that address:
 - historical and cultural perspectives on Aboriginal issues;
 - Weyerhaeuser principles, policies and directions; and,
 - Weyerhaeuser's legal obligations as they relate to Aboriginal peoples.
2. Ensuring Weyerhaeuser leadership is able to deliver these education packages.
3. Setting clear expectations about employee participation in the training events.



EXAMPLES:

1. Training modules exist for the following:
 - Weyerhaeuser Vision and Values;
 - Weyerhaeuser Aboriginal Policy and Framework;
 - The Weyerhaeuser Way;
 - Weyerhaeuser diversity and citizenship expectations; and,
 - Aboriginal culture and history.
2. We track training and schedule refresher training as appropriate.

Community Involvement

OBJECTIVE: Weyerhaeuser will foster mutual awareness, trust and understanding between Weyerhaeuser and the Aboriginal communities where we operate.

STRATEGIES: Our activities in the area of community involvement include:


1. Engaging in regular, informal interaction with Aboriginal community leaders.
2. Promoting mutual respect for different contributions within our communities.
3. Sponsoring Aboriginal cultural events.
4. Awarding donations that focus on improving quality of life in Aboriginal communities and are consistent with company guidelines.
5. Involving Aboriginal leaders in company-sponsored events.
6. Inviting early Aboriginal involvement and input into our plans.
7. Organizing operation tours for Aboriginal school children.
8. Encouraging employee involvement in Aboriginal events, where appropriate.



EXAMPLES:

1. We have a documented process for making contributions to Aboriginal communities, including potential funding from local budgets and from Weyerhaeuser's National Donations fund.
2. In a manner respectful of our intellectual property rights, we have processes to share information between the company and Aboriginal peoples.
3. We invite representatives of local Aboriginal communities to community events hosted by Weyerhaeuser.

MONITORING AND EVALUATION



This policy provides long-term objectives for Weyerhaeuser's relationships with Aboriginal peoples in our areas of operation. Weyerhaeuser recognizes that these long-term goals will be achieved over time. It is important, therefore, to focus on delivering short-term, achievable goals with excellence. Through its Canadian business, provincial and functional teams, Weyerhaeuser will measure, track and audit trends and progress in the above opportunity areas.

12

ROLES AND RESPONSIBILITIES

Business, provincial and functional teams will continue to identify specific local opportunities and priorities in consultation with Aboriginal communities, and develop suitable local strategies.

The Canadian Aboriginal Affairs team is accountable for helping the Canadian Leadership Team annually review the achievements in these areas and ensure that the business, provincial and functional teams are aligned with the policy and priorities and are sharing achievements and learnings.





WEYERHAEUSER

925 West Georgia Street

Vancouver, BC V6C 3L2

604 661 8144

www.weyerhaeuser.com

