

## Human Rights

Our Human Rights Policy (<https://www.weyerhaeuser.com/sustainability/governance/risk-management/human-rights-policy/>) is guided by the United Nations Universal Declaration of Human Rights and is part of our Code of Ethics. 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. Our human rights program is periodically reviewed against the Ruggie Framework to identify any areas of improvement and we report any major concerns to our board of directors. Our policy specifically 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.

## Avoiding Controversial Sources Of Wood Fiber

All of our manufacturing facilities are certified to the Sustainable Forestry Initiative® Fiber Sourcing standard, which ensures we avoid controversial sources of wood fiber. We are required to have a process to assess the risk of fiber sourcing occurring in countries without effective laws addressing workers’ health and safety, fair labor practices, indigenous people's rights, anti-discrimination and anti-harassment measures, prevailing wages and workers’ right to organize. Select facilities are also certified to the SFI and PEFC chain-of-custody standards, which require we are at low risk of sourcing from “controversial sources,” including health and labor issues.

## Additional Assessment Of Foreign Suppliers

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

## Accountability

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

## Transparency And Disclosure

The California Transparency in Supply Chains Act of 2010 requires retailers and manufacturers “to publicly disclose their efforts to eradicate slavery and human trafficking from their direct supply chains.” Since our raw materials are sourced and all our manufacturing activities are conducted in North America, we believe the risk of slavery or human trafficking in our supply chain is low.

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

GIVE US YOUR FEEDBACK (</sustainability-feedback-and-downloads/>)

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