



2023  
Sustainability Report



# Executive Summary

In my first year as CEO of Hampton Lumber, I have had the privilege of witnessing the dedication to sustainability and continuous improvement throughout the company. At Hampton, we believe we have an important role to play in making sure forests, the wood products sector, and the communities in which we operate are resilient, robust, and sustainable for generations to come. Our vision of sustainability focuses on the economic, social, and environmental health of communities where:



- Streams, rivers, and drinking water systems are clean.
- Land is used efficiently and in ways that create a wide variety of benefits.
- Renewable resources such as wood products are promoted and used to support climate change mitigation, energy, housing, and other needs.
- All people can earn a competitive industry wage and share equally in environmental, social, and cultural benefits.

Investing in our people is a top priority, and our leadership development and training initiatives aim to empower our workforce. We aim to be an Employer of Choice in our communities. By providing opportunities for skill enhancement, we are nurturing a culture of continuous learning and professional growth. These efforts not only benefit our employees but also contribute to the long-term success and adaptability of Hampton Lumber in a rapidly evolving industry.

Our focus on diversity and inclusion has taken tangible steps forward, with initiatives designed to foster a welcoming workplace that thrives on varied perspectives and backgrounds. We recognize the value of diversity as a driver of innovation and creativity, and we are actively working to create an environment where everyone feels welcomed and valued.

From responsible forestry practices to energy-efficient operations, we are committed to reducing our environmental footprint and contributing positively to our communities. Through conscientious business practices, such as biodiversity enhancement projects on our timberlands to fuel and energy reduction efforts, we aim to be a leader in sustainable forest management and wood products manufacturing. Some of our recent initiatives include introducing hybrid vehicle options into our fleet program and supporting flexible work schedules where possible to improve not only work-life balance for our employees, but also reduce associated carbon emissions. We're also expanding our native bee pollinator enhancement program from Oregon's North Coast to our properties in the Willamette Valley and Washington State and helping other forestland owners establish projects of their own.

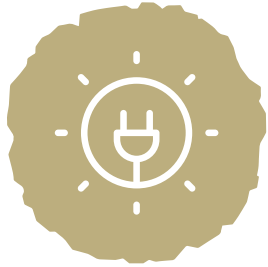
Safety remains paramount in our operations, and our commitment to continuous improvement in this area is unwavering. We have implemented robust safety protocols, coupled with ongoing training programs, to ensure the well-being of our personnel.

As we move forward, Hampton Lumber will stay true to its values of integrity, innovation, and community. Our journey towards excellence in sustainability, emissions reductions, diversity, leadership development, and safety is ongoing, and we are excited about the positive impact we can collectively make.

A handwritten signature in black ink, reading "Randy Schillinger". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Randy Schillinger, CEO

# 2023 Snapshot Stats



**15.98M**

KWH of Renewable  
Electricity Produced



**5.82M**

Total Trees  
Planted



**2.1M**

Metric tons of CO2e Stored in  
the Lumber We Manufacture



**\$1.97M**

in Charitable  
Donations



**\$325k**

Hampton Lumber  
Scholarship Awards



**\$39.2k**

Tuition / Development  
Costs for Employees



**122**

Attendees at Hampton's  
Girls Build Camps



**106**

In-House  
Apprenticeships



**50**

Hampton Lumber  
Scholarship Fund Recipients



# Pollinator Spotlight

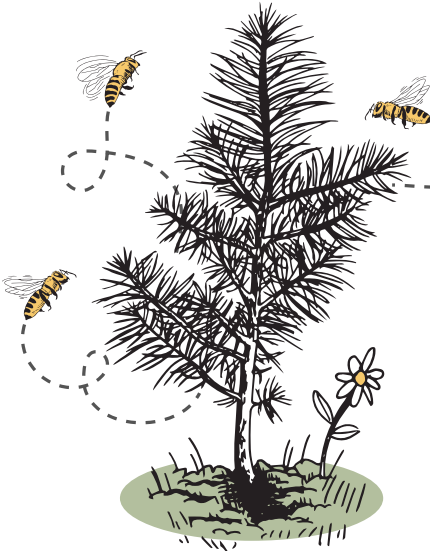
In 2017, Hampton launched an innovative pilot pollinator habitat enhancement project on our timberlands near Knappa, OR. By seeding native flowering in recently harvested areas and working with Oregon State University researchers, we're enhancing forage for a variety of native bees on our timberlands. Our pollinator program is now in full bloom! We seed a variety of native wildflower species in burn piles and buffers, roadsides, and along waterways. The project has also expanded to include our timberlands in the Willamette Valley and Washington State. Information and strategies we've developed over the past five years are now shared with other forestland owners interested in enhancing pollinator forage on their own lands.

### Hampton's North Coast Pollinator Seed Mix:

- Achillea Millefolium.....Yarrow
- Clarkia Amoena Var. Lindleyii.....Farewell to Spring
- Gilia Capitata.....Blue Field Gilia
- Lupinus Polycarpus.....Lupine Small Flower
- Lupinus Polyphyllus.....Lupine Large Flower

### 2023 Stats:

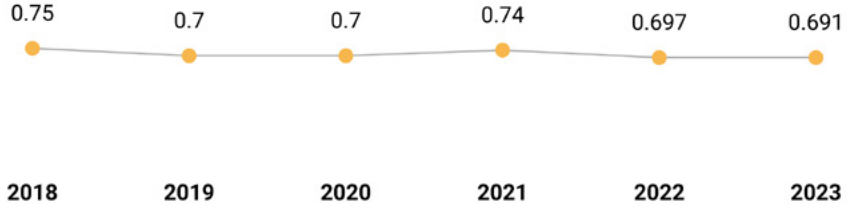
- 166 Acres of Enhanced Pollinator Habitat Maintained
- 150 Pounds of new seed across the landscape



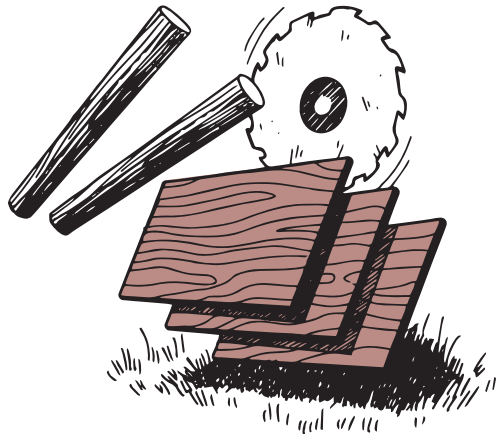
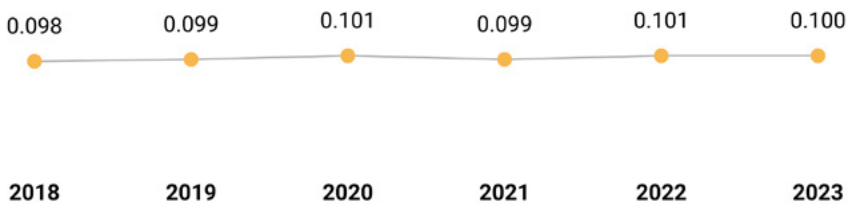
# Environmental Stewardship & Sustainability

At Hampton Lumber, we track diesel and electricity used at our manufacturing facilities to help us understand and improve on efficiencies at our mills. By tracking and reducing the fuel and energy costs involved in producing our lumber, we aim to increase the inherent sustainability of our wood products.

**Diesel Consumed per MBF Lumber Produced**



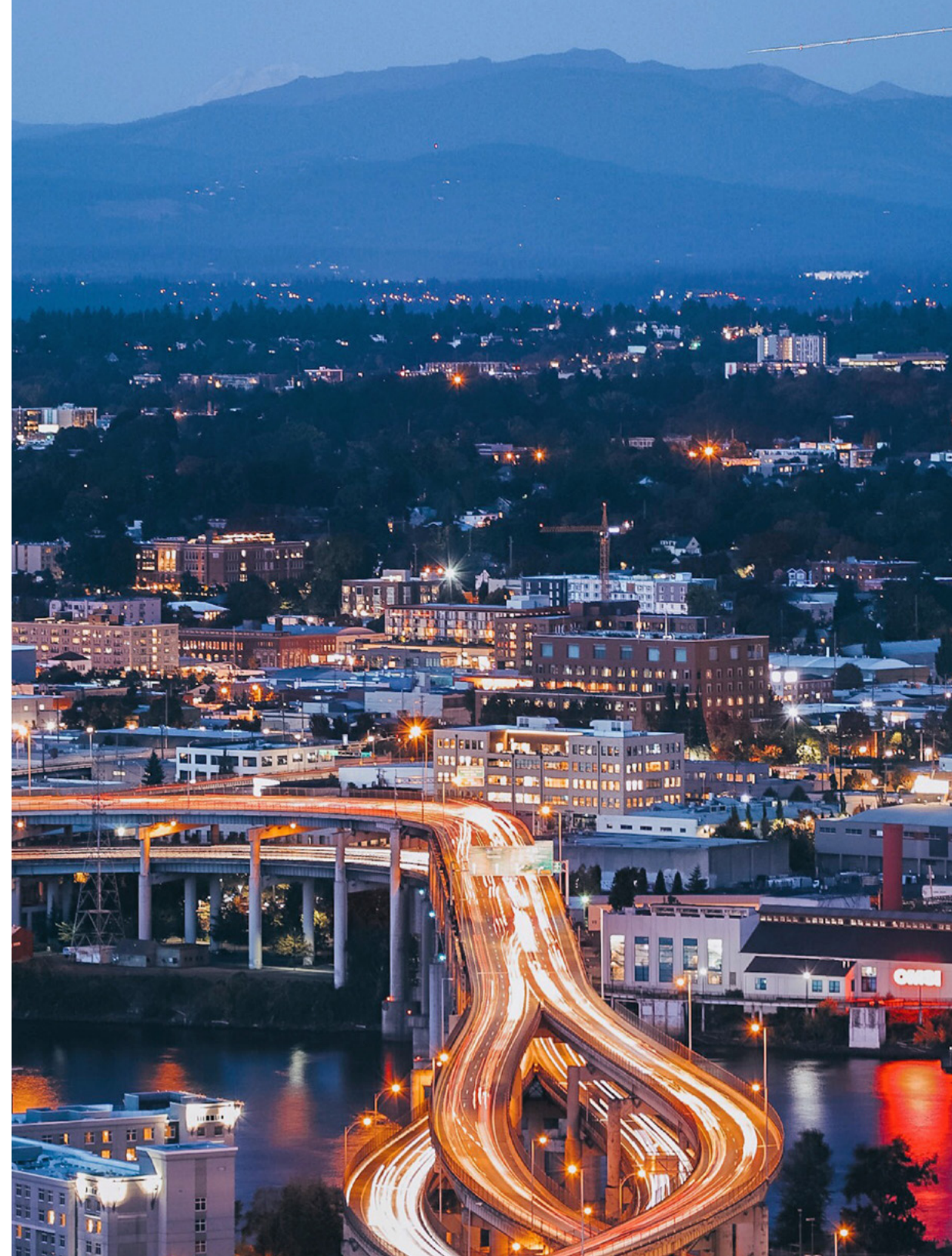
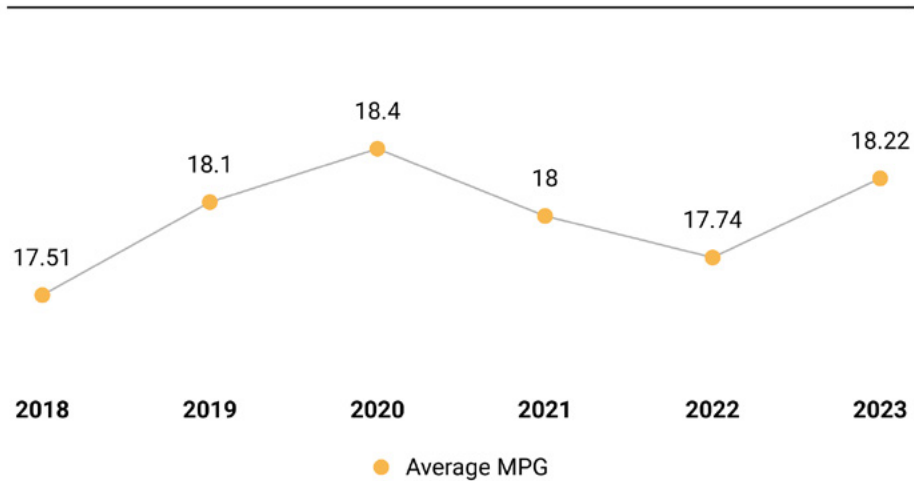
**MWH Consumed per MBF Lumber Produced**



# Fleet Vehicles

Our operations, particularly those related to forestry, require vehicles that can manage difficult terrain in all kinds of weather. As a wood products company deeply rooted in natural resource stewardship, this move holds particular significance for us. Just as we are committed to sustainable forestry practices and responsible wood sourcing, adopting hybrids into our fleet vehicle program reflects our ongoing efforts to promote environmental sustainability throughout our organization.

### Overall Fleet Efficiency





# Spotlight: Keeping the Pacific Northwest Green & Growing

Gordon Johnson, owner of Caslon Company and a seasoned member of the timber industry, has been at the helm of his independent logging and reforestation operation in the North Coast region of Oregon for over four decades. Born and raised in Knappa, Oregon, Johnson started working in the timber industry immediately after graduating high school in 1980. He was drawn to logging as it offered the highest paying jobs at the time and he appreciated the industry's deep-rooted connection to the rugged landscapes of the Pacific Northwest.

Johnson has held a number of different positions within the industry, and even joined Hampton Lumber for a time to assist with quality and compliance and timberland acquisitions. This experience deepened Johnson's appreciation for sustainable forestry practices and cemented his commitment to Oregon's working forests and the communities that surround them.

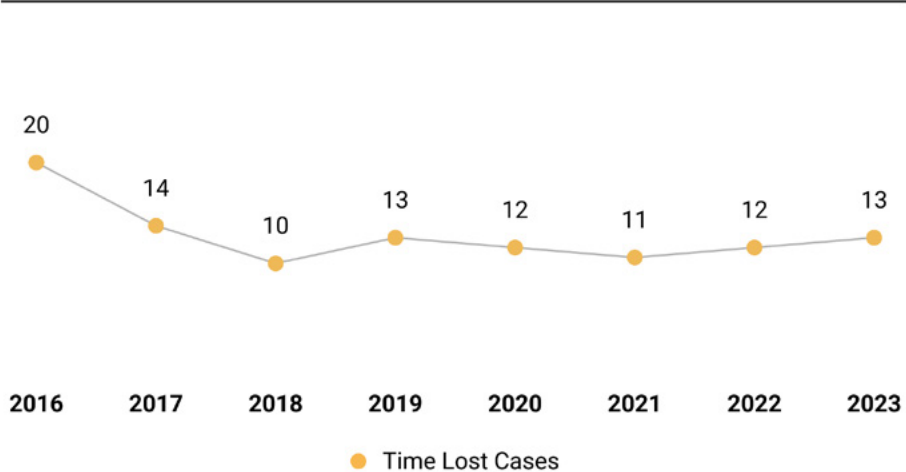
Today, Johnson's impact extends beyond logging as he and his crew of 16 seasoned workers take on tree replanting jobs for landowners like Hampton Lumber. Together, his team plants roughly 800,000 trees each year. Johnson's legacy is visible in the enduring greenery of Oregon's north coast.

# Safety

In reflecting on past safety initiatives and accomplishments, Hampton Lumber has seen significant strides in enhancing safety across our mills over the years, evidenced by marked reductions in time-lost cases and recordable incidents.

Central to our safety improvement strategy is the reinforcement of mill safety education and training programs. Through tailored training initiatives, from extensive onboarding for new hires to specialized task training, we empower our workforce with the knowledge and skills to identify and address safety concerns. Formal training, regular communications, and a robust reporting system foster a shared responsibility for safety. Through these concerted efforts, we've not only achieved tangible safety improvements over the years but also nurtured a culture of safety in our organization.

**Time Lost Cases**



**President's Cup Winner**  
Fort St. James, BC





# Health & Wellness

We promote and support employee health and well-being throughout our company. Recent initiatives include investment in ergonomic workplace designs, standing and walking workstations, and fitness incentives. We've also increased access to counseling services through our health plan and offered stress management workshops.

## **Walking Challenge:**

August saw our Corporate Office Step into a healthier lifestyle through our Step-Challenge! Designed to promote both physical and mental well-being, this challenge invited employees to lace up their sneakers and hit the pavement in pursuit of better health. Throughout the challenge, participants tracked their daily steps using pedometers, fitness trackers, or mobile apps, aiming to increase their step count gradually over the designated timeframe.



# Tuition & Training

Hampton Lumber sees great value in expanding opportunities for education and training in our communities and within our workforce. In 2023, we provided nearly \$40,000 in tuition reimbursement for our employees looking to expand their skills. We also covered tuition and related expenses for 106 employee apprentices at our sawmills. We cover all the costs associated with their progress toward achieving accreditation as an electrician or millwright. We also offer in-house training and advancement opportunities for our sawfiling apprentices.

As we look back on the year, we are proud to have provided our employees with opportunities to pursue further education, enhance their expertise, and contribute to their long-term success.



# Supporting our Veterans

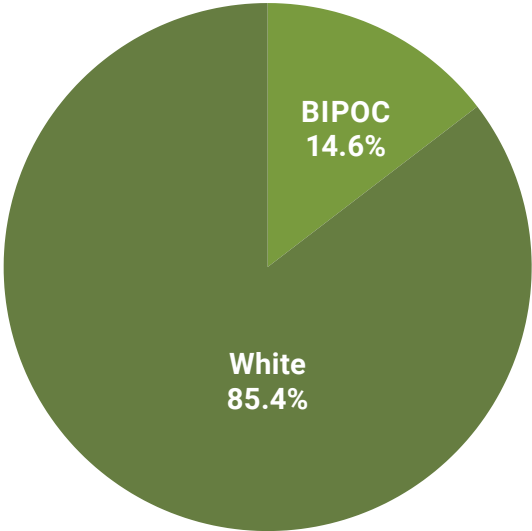
The company has made concerted efforts to recognize and celebrate the contributions of veterans within our workforce, acknowledging their valuable skills, experiences, and dedication to service and providing initiatives such as mentorship programs and specialized support resources.



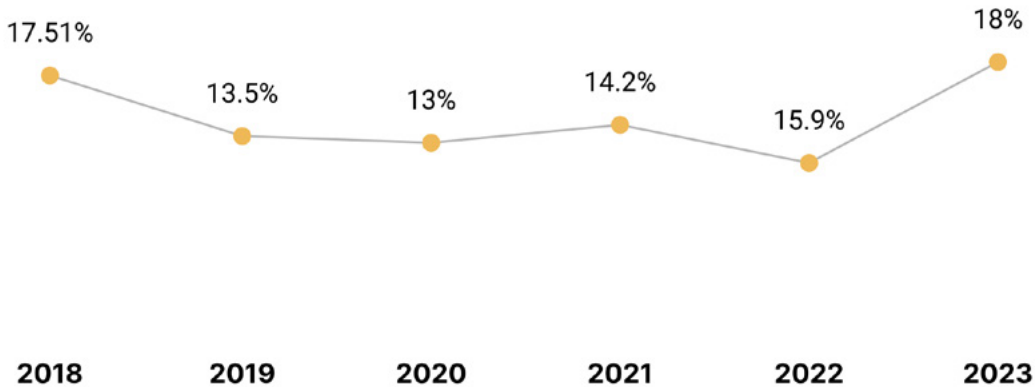
# Diversity & Inclusion Efforts

Through inclusive hiring practices and diversity training programs, as well as new recruitment and community engagement activities, we aim to increase diversity within our company and in our leadership positions. Hampton fosters a culture where individuals from diverse backgrounds feel welcome, valued, respected, and empowered to contribute their unique perspectives. The Diversity & Inclusion (D&I) Team in our corporate office has also greatly expanded our D&I work in the Portland metro area. Last year, the D&I Team contributed \$214,000 and hundreds of volunteer hours to local community organizations that enhance opportunities for underserved communities including local Black, Indigenous, and People of Color (BIPOC) communities. We're proud of the progress we've made in fostering a more diverse, inclusive, workplace, and we remain dedicated to continuing these efforts in the future.

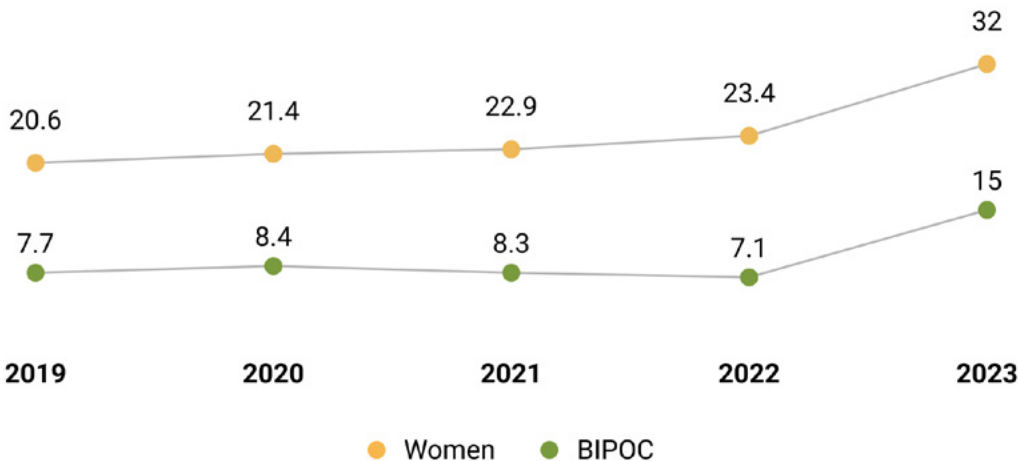
U.S. Operations



Women in the Workforce (US Locations)



Positions of Leadership (US Locations)



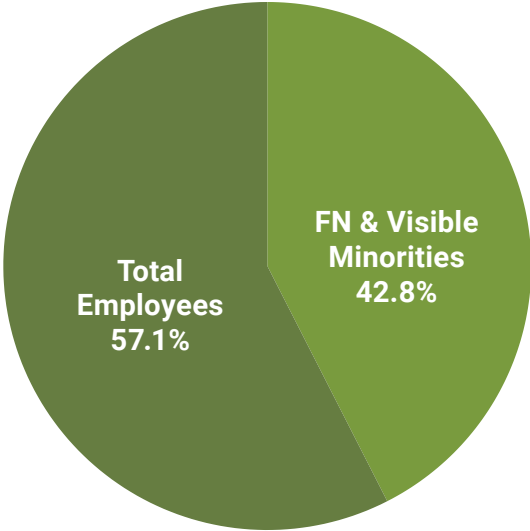


# First Nations Partners

Our partnerships with British Columbia First Nations and local communities are integral to our operations. For nearly two decades, Hampton has collaborated closely with local First Nations in the Lakes District of British Columbia. Our Babine and Decker Lake manufacturing facilities, located near Burns Lake, are jointly owned with the Burns Lake Native Development Corporation (BLNDC). BLNDC, co-owned by six local First Nations including the Ts'il Kaz Koh First Nation (Burns Lake Band), Lake Babine Nation, Skin Tyee Band, Cheslatta Carrier Nation, Nee Tahi Buhn Band, and Wet'suwet'en First Nation. This partnership is a reflection of commitment to sustainable and mutually beneficial relationships with local indigenous communities.

## First Nations & Visible Minorities

BC Sawmills



## Canadian Apprenticeship Numbers



