

ACR Aboriginal Programs Project Program Template

Program Area:	1.0	Corporate Policy
Sub Program:	1.1	Building Commitment to Corporate Aboriginal Policies
Template:	1.1.10	Policy for Building Aboriginal Relationships
Sponsor(s):	<i>Weyerhaeuser Company Ltd.</i>	

1. Objective

To establish a clear and consistent corporate policy to guide relationship-building with Aboriginal peoples and create a procedure for measuring progress toward implementation of the policy.

2. Description

The policy is built on the following components.

Background

- How the policy must adapt to evolving perspectives on the subject of Aboriginal relations
- Where it may apply

Rationale

- Description of how the company justifies having a policy, focusing on the business case for diversity/citizenship, business needs, and compliance with legal requirements

Policy framework

- What is the context of the policy e.g. providing a broad course of action, options and guidelines
- Why Aboriginal relationships are important
- Principles for relationship building
- 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

Defines the specific objectives, strategies, scope and procedures of the policy, including examples of potential initiatives that could be undertaken by the various business locations. The main opportunity areas are:

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 the company operates.

Employment - indirect. Objective: 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.

Business relationships. Objective: To continue to enhance our business relationships with Aboriginal communities, the company will develop business arrangements that economically benefit Weyerhaeuser and Aboriginal communities.

Education and training. External objective: To reinforce the value of education with communities around us. Internal objective: To provide education to employees to support a work environment in which our strategies to build Aboriginal relationships are understood, implemented and supported.

Community involvement. Objective: To foster mutual awareness, trust and understanding between Weyerhaeuser and the Aboriginal communities where we operate.

3. Implementation

Roles and responsibilities

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

Business locations will develop Aboriginal relations plans to integrate with regular business planning processes and performance management processes.

Senior leadership will annually review the achievements in the opportunity areas and ensure that the business, provincial and functional teams are aligned with the policy and priorities, and are sharing achievements and learnings.

Monitoring and evaluation

The policy provides long-term objectives for Weyerhaeuser's relationships with Aboriginal peoples in our areas of operation. These goals will be achieved over time. It is important, therefore, to focus on delivering short-term, achievable goals with excellence. Weyerhaeuser will measure, track and audit trends and progress in the opportunity areas.

4. Timeframe for Results

Procedures are necessary to monitor and periodically evaluate progress toward meeting these goals. Progress reports are reviewed annually by the senior leadership.

5. Measurable Criteria

- New hires (% Aboriginal)
- Workforce (% Aboriginal)
- Number of Aboriginal businesses providing goods and services
- Number of formal alliances with Aboriginal communities
- Number of scholarships, bursaries to Aboriginal peoples
- Percentage of employees receiving cultural and awareness training
- Financial and other contributions to Aboriginal communities

6. Budget

This policy provides direction for building relationships with Aboriginal peoples. It is incorporated into the Company's normal business plans. Budget allocations depend on the specific programs put in place.

7. Partners and Sponsors

Weyerhaeuser Company Ltd. is the sole sponsor.

8. Experience with the Program

Weyerhaeuser believes the policy provides consistent direction for all its operations across Canada. At the same time, it allows provincial and site management teams to identify specific local opportunities and priorities, and determine suitable local strategies. For example, in Alberta Weyerhaeuser has formed an Aboriginal relations council with representatives from various divisions - forestlands, lumber, pulp and OSB. The council has developed a provincial strategy and local implementation plans consistent with the policy.

9. General Applicability

This policy may be of interest to companies wanting to develop a corporate framework for defining and communicating an Aboriginal policy and strategy.

10. Additional Information or Support

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