



2021 SFI Public Summary Report

Hampton Resources Inc.

Sustainable Forestry Initiative® (SFI) Fiber Sourcing Standard [2015-2019]

Sustainable Forestry Initiative® (SFI) Forest Management Standard [2015-2019]

Date: August 3, 2022

Project Scope and Objectives

PricewaterhouseCoopers LLP (PwC) completed a multi-site Maintenance Assessment on Hampton Resources Inc.'s ("the Company" or "Hampton") Forest Management activities on their Oregon fee lands, and Fiber Sourcing for their mills. The forest management and fiber sourcing activities are managed by the Central Office in Salem, Oregon. The Lead Assessor was James Lucas, EMS (LA) and the assessment team included Jenny Knoth, contract assessor. The assessment team was accompanied by Hampton's SFI Representatives, Bonnie Jones and Mark Vroman.

The primary objectives of the assessment were to assess the Company's SFI management system and to evaluate the Company's implementation of the SFI Standard in the field.

Client Profile

Hampton opened their first sawmill in Willamina, Oregon in 1942, initially to supply their lumber business in Tacoma, Washington. This expanded into a wholesale lumber business, Hampton Lumber Sales in 1950. The company continued to grow, purchasing forestland and new manufacturing facilities, while fostering a commitment to people, community, and sustainability. Today those values are the heart of Hampton's company culture. Now a third-generation family-owned company, Hampton has grown to include nine sawmills in Oregon, Washington, and British Columbia with over 1,600 employees. In addition to the lumber produced at their mills, the wholesale business sells lumber throughout the U.S. and to customers world-wide.

Indicators

All of the indicators in the SFI Forest Management and Fiber Sourcing Standard were within the scope of the assessment, except for performance measure 13, since none of the land managed by the US operations is public land. And Objectives 11, 12 and 13 of the Fiber Sourcing standards were omitted because Hampton does not procure logs from outside of North America. There were no substitute indicators.

Assessment Process

On November 8 and 10, 2021, the assessment team conducted interviews and reviewed appropriate documentation to review policies and procedures and tested the implementation of SFI program requirements at the Big Creek and Warrenton offices in Oregon. On November 9, 2021, the assessment team conducted field assessments of sites on the Big Creek Tree Farm which included several procurement sites. In total, the assessors spent 2 days reviewing office functions and 3 days on-site or field assessments. Forest management field sites assessed included 8 road construction and final harvest

sites, 2 commercial thinning site, 1 pre-commercial thinning site, and 3 planting sites and three procurement sites. The assessment report was dated August 3, 2022.

Hampton has a multisite SFI Certification that includes procurement for sites in Tillamook, Willamina, Banks and Warrenton in Oregon; Morton, Randle and Darrington in Washington State; and in Burns Lake in British Columbia; as well as fee land management in Oregon and Washington, and public land management in British Columbia. PwC uses a rotational assessment approach where the central office is visited (remote or on site) annually and the sites are sampled on a rotating schedule that conforms to the International Accreditation Forum Inc.’s Mandatory Document 1.

Summary of Conformance, Findings, and Good Management Practices

FOREST MANAGEMENT

SFI Forest Management Objective	Evidence of Conformity
<p>Objective 1. Forest Management Planning To ensure forest management plans include long-term sustainable harvest levels and measures to avoid forest conversion</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. SFI Evidence Package, Harvest Analysis for 2020, MBG Harvest Modelling contract, 10 Year Harvest Plan, 2021 Annual Harvest Plan, Final Harvest Level Summary for all properties, GIS update process, Hampton 2021 Fire Plan, and files for various Harvest Units which include State Notifications, Inspection Records. Field Inspections.</p> <p>Summary: On Hampton’s lands in the US they update their full inventory twice a year. This involves capturing aerial imagery of harvested areas to capture inventory depletions, analyzing the data and generate GIS layers. The modeling software Woodstock is used to generate their 10-year harvest plan. This process is ongoing for their 2020 to 2039 plan for 9 of their tracts. Annual harvest plans are largely based on stand ages, with an oldest first priority, and final harvests occurring between ages 40 and 55. Annual Allowable Cuts (“AAC”) are determined at the tree farm level and each fee land forester is responsible for updating/maintaining the GIS data for their areas.</p> <p>Harvest levels are tracked on an annual basis, with all log compared to planned harvest volumes. In 2021 Hampton was close to their AAC but remained under. A review of the cut-out data for all tree farms for the past 10 years verified that no over harvesting has occurred.</p> <p>Hampton has a well-documented silviculture program in their Silviculture Handbook. Potential treatments will vary depending on site characteristics but could include: the timing of site prep spray, planting season and density, as species selection, any follow up release spray, and a post-harvest up to 4-year post-harvest monitoring surveys.</p> <p>Hampton does not convert forest types.</p>
<p><i>No Nonconformities or Opportunity for Improvement was identified.</i></p>	
<p>Objective 2. Forest Health and Productivity To ensure long-term forest productivity, carbon storage and conservation of forest resources through prompt reforestation, afforestation, minimized chemical use, soil conservation, and</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of HFF Silviculture Handbook, Treatment Records for various units, Oregon State Chemical Applicator License records, field records and maps, Oregon State Notifications for various harvest units, Training Records, Hampton 2021 Fire Plan, and inspection records for various units which include reviews of fire tools and water delivery systems. Field Inspections.</p> <p>Summary: Hampton plants at 500 Stems Per Acre (“SPA”) in the Big Creek and Naselle area. The State requires a minimum of 200 SPA. There have been challenges in the past few years with survival due to drought which has resulted in replanting a number of sites. Planting happens either one or two years after harvesting, depending on the season in which logging was completed. Site Prep sprays are conducted prior to planting. Hampton is currently updating their "Silviculture Handbook" to align with their new Hampton Environmental Code of Conduct.</p>

<p>protecting forests from damaging agents.</p>	<p>Annual stocking surveys are conducted for the first 3 years after planting to ensure a minimum stocking of 350 SPA survive. This can be augmented by more intensive sampling if deemed necessary. The species planted are limited to native species, primarily Douglas fir, noble fir, western hemlock, and western red cedar. No exotic species are planted.</p> <p>Harvests are typically a clear-cut system with even aged regeneration.</p> <p>The prescribed site prep sprays will vary in intensity depending on the area and vegetation. Some units receive a second spray (release-herbaceous spray) depends on the herbaceous competition. Hampton primarily sprays targeted chemicals that focus on herbaceous competition, or pre-emergent for site prep, and prescribes application rates specific to each site. All applications reviewed were under the maximum dosage limit, with many being at half or one third of the limit.</p> <p>Hampton does not use any banned pesticides. For their US operations they apply the least amount of chemicals possible to meet their management objectives. Where there are issues with aerial spraying, backpack sprayers are used. The specifications for Herbicide use are documented in their Silviculture Handbook. And any staff member who will be supervising a spraying operation holds a valid applicators license.</p> <p>Foresters assess soil types during the harvest planning process. This information is then used to determine optimal harvesting equipment and seasonality to minimize soil disturbance. BMP's are followed with regards to installing water bars and deactivating roads. And regular communication occurs between Hampton staff and loggers to ensure sites are left in a condition that will meet the expectations of State Foresters. This is especially true under wet weather conditions.</p> <p>Hampton participates in three seed cooperatives in Oregon, through which they source improved seed and invest in research to develop pest resistance stock.</p>
<p><i>No Nonconformities or Opportunities for improvement were identified in relation to this performance measure.</i></p>	
<p>Objective 3. Protection and Maintenance of Water Resources To protect the water quality of rivers, streams, lakes, wetlands and other water bodies through meeting or exceeding best management practices.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of Hampton 2021 Fire Plan and files for various Harvest Units which include State Notifications, field records, maps, and inspection records. Field Inspections.</p> <p>Summary: Operational plans are developed on an annual basis with stands being targeted based on a review of inventory and stand data. Once sites are chosen, preliminary reconnaissance occurs using LiDAR data to identify any potential features that should be considered during the ground layout process. Boundaries are then flagged and GPS'd, the Notification Packages and maps are submitted to the Oregon Department of Forestry at least 15 days prior to the planned harvest. Proposed boundaries are reviewed in-house to ensure any special features are properly documented. Examples include Special Management Areas ("SMA") such as water sources, memorials, cell towers, scenic highways, and Threatened and Endangered ("T&E") species. Additional review is conducted by the ODF for any known special features. Pre-works are held with loggers and information (maps, SOP's, block specific information) is transferred to the loggers in the "Red Book" which stays on-site for the duration of the harvest. Documented inspections are completed for active operations and any issues (eg. garbage, crossings, utilization issues, buffers) are documented and then followed up on to ensure they are closed out. ODF is on-site on occasion during active operations and again once harvesting is completed. Harvesting contractors are given digital maps and it is a requirement of Hampton that all loggers are accredited in the Oregon State Pro-logger (Associated Oregon Logger) program.</p> <p>Harvest plans show and specify stream protections in the field. Hampton has been involved in a number of stream enhancement projects. These include the restoration of Salmon habitat, removal of old bridges, and riparian area rehabilitation.</p> <p>In Oregon Hampton operates under State Law which addresses wet-weather shutdown requirements impacting hauling and harvest operations.</p>

No Nonconformities or Opportunities for Improvement were identified related to this performance measure.

**Objective 4.
Conservation of
Biological
Diversity**

To manage the quality and distribution of wildlife habitats and contribute to the conservation of biological diversity by developing and implementing stand-and landscape-level measures that promote a diversity of types of habitat and successful stages, and the conservation of forest plants and animals, including aquatic species, as well as threatened and endangered species, Forests with Exceptional Conservation Value, old-growth forests and ecologically important sites.

Evidence: Interviews with Hampton foresters and administrative staff. Review of GIS data, Hampton 2021 Fire Plan, MBG 2016 Biodiversity Analysis, and files for various Harvest Units which include State Notifications, field records, maps, and inspection records. Field Inspections.

Summary: Much of Hampton's biodiversity program is documented in the 2016 Biodiversity Analysis which does an excellent job of review biodiversity across the Hampton properties. This includes analysis of stand classifications (ages and types), wildlife-habitat associations and a full listing of potential species found in Hampton's fee lands. Additionally, the legal framework in Oregon with regard to forestry & wildlife protects T&E species as well as other species (nesting birds, bears, fish) across the State. Hampton designates leave tree areas to meet state requirements, and will protect habitat features such as snags, nests and dens when identified. Hampton's inventory process collects information on Forest with Exceptional Conservation Value ("FECV") and special sites. These are recorded in their SMA layer and incorporated into their planning processes.

Hampton has MBG update their Biodiversity Analysis every 6 years. When new properties are inventoried Hampton inputs the location and age class distributions through MBG's software to generate stand summaries and a report on wildlife associations for key species. Hampton has a robust set of GIS layers which include species of special concern and T&E species such as Marbled Murrelet and Spotted Owl. When planning operations in stands that may contain suitable habitat features for these species, additional assessments are completed to determine if the species of concern is present, or if additional retention is appropriate.

All jurisdictions that Hampton operates in (Oregon, Washington and British Columbia) have requirements to identify and protect various classifications of water bodies. These include wetlands, bogs, fens and marshes. Good examples Hampton applying these rules were observed on a unit which had three water bodies protected by buffers adjacent to the harvest unit. Programs are in place to eradicate invasive species such as Scotch Broom, Willipaw Spartina and Purple Loosestrife. Hampton field staff are trained to identify invasive species and report their locations.

Hampton develops annual fire plans which includes the option for broadcast burning, but in practice this is rarely done. The primary use of fire as a management tool is in the burning of logging slash to reduce fire risk hazard.

No Nonconformities or Opportunities for Improvement were identified related to this performance measure.

**Objective 5.
Management of
Visual Quality
and
Recreational
Benefits**

To manage the visual impact of forest operations and provide recreational opportunities for the public.

Evidence: Interviews with Hampton foresters and administrative staff. Review of GIS data, Hampton 2021 Fire Plan, SFI Annual Report, and files for various Harvest Units which include State Notifications, field records, maps, and inspection records. Field Inspections.

Summary: Each jurisdiction that Hampton operates in has different requirements for visual management. The State of Oregon designates some areas where visual quality objectives must be met, such as near scenic highway corridors. In general, Hampton attempts to address visual quality through avoiding mid slope roads, the use of buffers, and harvest unit configuration and design.

In Oregon the largest allowable clear-cut size under State rules is 120 acres, but with exemptions up to 240 acres for forest health considerations if the unit contains a significant portion of hardwood. The average clear-cut size across all their operations in 2017 was 47 acres. In Oregon, Hampton manages their lands according to the State green up requirements. This requires that the trees in the adjacent stand must be 4.5 feet and 200 trees per acre or are least 300 feet between 120-acre clear cuts. These constraints are incorporated into their ten-year harvest plan. No issues were observed during the field inspections and reviewed process.

Hampton's forests are open for public recreation except when the fire hazard is high. This includes several non-motorized access areas. Hunting is the biggest public recreational

	activity on their Oregon lands. Other common recreational uses are fishing, swimming, hiking and mountain biking.
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 6. Protection of Special Sites To manage lands that are geologically or culturally important in a manner that takes into account their unique qualities.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of GIS data, Hampton 2021 Fire Plan, SFI Annual Report, and files for various Harvest Units which include State Notifications, field records, maps, and inspection records. Field Inspections.</p> <p>Summary: Areas with geological or cultural significance are mapped in Hampton’s SMA GIS layer. These include features such as waterways, scenic highways, and other known special features. Prior to designing a harvest unit, they review LiDAR imagery to help identify any potential features which should be field verified. These features are then incorporated into their planning process. Once a unit is submitted to the ODF any known features which are not publicly disclosed, or were potentially missed, will be brought to Hampton’s attention, and may require boundary amendments.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 7. Efficient Use of Fiber Resources To minimize waste and ensure the efficient use of fiber resources.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Field Inspections.</p> <p>Summary: Hampton insures good utilization on their harvest units through regular field inspections and frequent communication with their loggers. No issues were identified during field inspections.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 8. Recognize and Respect Indigenous Peoples’ Rights To recognize and respect Indigenous Peoples’ rights and traditional knowledge.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of SFI Evidence Package, Sustainable Forest Management Policy, Communication Records, and files for various Harvest Units which include State Notifications, field records, maps, and inspection records. Field Inspections.</p> <p>Summary: Hampton respects the rights of Indigenous Peoples and is committed to open communication about forest management practices so as to not compromise cultural significance of the land. Hampton’s “Sustainable Forest Management Policy” specifically references Indigenous Peoples’ rights. In Oregon, a formal referral and review for special features is conducted by the ODF once a notification is submitted. Prior to that point Hampton’s focus in on communicating with adjacent landowners which includes Tribes in some cases. Some activities involve working more closely with Tribes and local communities such as stream restoration projects.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 9. Legal and Regulatory Compliance To comply with applicable federal, provincial, state, and local laws and regulations.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Field Inspections.</p> <p>Summary: Please see Objective 4 in the SFI FS section.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 10. Forestry Research, Science and Technology To invest in forestry research, science</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review state policy and Research bodies Hampton makes contributions to.</p> <p>Summary: Hampton is a member of many research groups and is heavily involved in the research coming out of Oregon State University, which is a cutting-edge forestry school. They do not utilize genetically engineered tree research. The Hampton foresters are committed to reducing the effects of Climate change on their lands and attend conferences and discussions</p>

<p>and technology, upon which sustainable forest management decisions are based and broaden the awareness of climate change impacts on forests, wildlife and biological diversity.</p>	<p>on ways to mitigate these issues.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 11. Training and Education To improve the implementation of sustainable forestry practices through appropriate training and education programs.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of Training documentation and EMS (2021) and the Sustainability letter issued by the CEO (2021)</p> <p>Summary: Hampton recognizes the importance of training and continuing education for forest professionals. All Logging is conducted by Washington and Oregon certified loggers who must complete yearly trainings to keep their certificates. Foresters complete individual trainings that correspond to their appropriate areas of expertise. Hampton also works with the local SFI governing bodies in the areas they work to ensure they are continuing to meet objectives set out for the organization.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 12. Community Involvement and Landowner Outreach To broaden the practice of sustainable forestry through public outreach, education and involvement, and to support the efforts of SFI Implementation Committees.</p>	<p>Evidence: Interviews with Hampton staff, Review of the SFI evidence package, and WCSIC meeting minutes.</p> <p>Summary: Hampton staff actively participates in the Washington and Oregon SFI State Implementation Committees. Hampton also supports the American Tree Farm Association, and professional logger organizations in both Washington and Oregon with both funding and involvement. Hampton encouraged staff involvement in various groups and online discussions regarding the forest industry.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure</i></p>	
<p>Objective 13. Public Land Management Responsibilities To participate and implement sustainable forest management on public lands.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Field Inspections.</p> <p>Summary: Please see Objective 8 in the SFI FS section.</p>
<p>Objective 14. Communications and Public Reporting To increase transparency and to</p>	<p>Evidence: Review of Hamptons website.</p> <p>Summary: PricewaterhouseCoopers provides an SFI public summary for Hampton and the 2020 version is on the SFI database. Hampton also participates in the SFI survey and has provided the complete 2020 report.</p>

<p>annually report progress on conformance with the SFI 2015-2019 Forest Management Standard.</p>	
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 15. Management Review and Continual Improvement To promote continual improvement in the practice of sustainable forestry by conducting a management review and monitoring performance.</p>	<p>Evidence: Review of the Internal audit and the management review meeting minutes and Interviews of the Hampton staff.</p> <p>Summary: Hampton completes internal audits of their Canadian and US operations. The Canadian audit includes a review of their management system and chain of custody processes. This internal audit was conducted in the fall of 2021. The audit was conducted by a qualified and independent internal person. The 2021 US internal audit focused Hampton's Oregon lands and procurement operations including the Big Creek fee lands. Where findings are identified, action plans are developed and implemented promptly. Overall, both internal audits found that Hampton was in conformance to the SFI FM and FS Standards. Hampton's certification program is a topic at several meetings throughout the year. Hampton has a primary management update takes place during the annual Resource Department meeting.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	

FIBER SOURCING

<p>SFI Fiber Sourcing Objective</p>	<p>Evidence of Conformity</p>
<p>Objective 1. Biodiversity in Fiber Sourcing To address the practice of sustainable forestry by conserving biological diversity.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of Log Purchase Agreements, Hampton SFI Manual for Fiber Sourcing, Communication Records, and files for various Harvest Units. Field Inspections.</p> <p>Summary: All wood harvested for commercial purposes in Oregon must go through the State Notification process which involves a review by State Stewardship Foresters. If the State Forester identifies a stream or wildlife value of significance, they will require Hampton to follow additional planning requirements to ensure maintenance of biodiversity. State foresters will inspect every property with a notification to ensure debris management and reforestation occur. Any forest practices violations will then be noted and the landowner and/or operator will be added to the "Oregon Department of Forestry Private Forest Civil Penalties Data" (Violations List). Hampton reviews the violations list quarterly and will stop accepting shipments from known violators until they are convinced issues are resolved.</p> <p>Hampton is involved in the Oregon Board of Forestry and the State Forest Advisory Committee. Through these organizations they stay apprised of State level objectives and contribute by providing data to support analysis on how well the state is meeting their objectives.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 2. Adherence to Best Management Practices To broaden the practice of</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of Log Purchase Agreements, Hampton SFI Manual for Fiber Sourcing, Population of Current Cut-blocks (2021 Harvesting), Communication Records, Oregon Department of Forestry (ODF) Violations List, Hampton SFI Evidence Package, and files for various Harvest Units. Field Inspections.</p> <p>Summary: Hampton's log purchase agreements include their SFI policy and a requirement</p>

<p>sustainable forestry through the use of best management practices to protect water quality.</p>	<p>for suppliers to adhere to BMP's. Warrenton's area procurement group purchases logs for the Willamina, Tillamook, Banks, and Warrenton mills. The fiber for these mills comes from a mix of State and federal timber sales, Hampton's fee lands and market suppliers. On State and Federal timber sales Hampton staff will visit operations approximately once a week, and state or federal foresters will visit at least once a week. State and federal foresters will provide written inspection reports for each visit. On fiber purchases Hampton largely relies on the state notification process and state inspections to ensure BMP compliance. In preparing a purchase order Hampton will request information about the logger and the property to track volume coming from certified loggers and certified lands. Hampton reviews the violations list to check if any of their suppliers have committed infractions, at which point they will halt log purchases (if ongoing) and not resume until they are assured that the issues have been resolved.</p> <p>Hampton uses only Certified loggers on their operations and encourages the use of certified loggers for their purchased logs. They provide feedback and information to loggers/suppliers to encourage continual improvement. The repeated encouragement for Gatewood suppliers to use professionally trained loggers helps promote conformance to BMP's across Hampton's supply area. Volume from certified loggers and from certified lands is tracked and reported monthly.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 3. Use of Qualified Resource and Qualified Logging Professionals To encourage forest landowners to utilize the services of qualified logging professionals, certified logging professionals (where available) and qualified resource professionals.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of Log Purchase Agreements, Hampton SFI Manual for Fiber Sourcing, Population of Current Cut-blocks (2021 Harvesting), Communication Records, ODF Violations List, Hampton SFI Evidence Package, and files for various Harvest Units.</p> <p>Summary: Hampton only uses loggers who are certified under the Associated Oregon Loggers ("AOL") Pro-logger program on their fee lands and for timber sales they purchase. And they encourage all suppliers to use AOL loggers. The status of a supplier's Pro-logger certification is checked against the AOL list as part of Hampton's standard startup process to ensure loggers are appropriately qualified and insured.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 4. Legal and Regulatory Compliance To comply with applicable federal, provincial, state and local laws and regulations.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Review of Log Purchase Agreements, Hampton SFI Manual for Fiber Sourcing, Communication and Training Records, ODF Violations List, AOL Website, Hampton SFI Evidence Package, and files for various Harvest Units. Field Inspections.</p> <p>Summary: Hampton staff undergo training throughout the year to ensure they are aware of and up to date on current regulations. They have a set of policies and procedures in place to help maintain compliance with regulations. State inspectors visit all commercial timber operations and note any compliance issues which are then added to the "violations list" and shared on a quarterly basis with Hampton. Review of this list helps Hampton avoid suppliers known to have issues adhering to regulation, or to work more closely with operators who may require additional information/training to comply with forestry laws.</p> <p>No violations have been identified with Hampton suppliers in the past year. In order to ensure legal compliance Hampton does not purchase logs without a state notification number and a timber mark. All logs transported on public roads must have both of these which are provided by the state.</p> <p>Hampton posts state and federal information posters annually that inform employees of their</p>

	rights as workers. Training and audits are conducted regularly to ensure all employment practices are non-discriminatory.
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 5. Forestry Research, Science and Technology To invest in forestry research, science and technology, upon which sustainable forest management decisions are based and broaden the awareness of climate change impacts on forests, wildlife and biological diversity.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Field Inspections.</p> <p>Summary: Please see Objective 10 in the SFI FM section.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 6. Training and Education To improve the implementation of sustainable forestry practices through appropriate training and education programs.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Field Inspections.</p> <p>Summary: Please see Objective 11 in the SFI FM section.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	
<p>Objective 7. Community Involvement and Landowner Outreach To broaden the practice of sustainable forestry through public outreach, education, and involvement and to support the efforts of SFI Implementation Committees.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Field Inspections.</p> <p>Summary: Please see Objective 12 in the SFI FM section.</p>
<i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i>	

<p>Objective 8. Public Land Management Responsibilities To participate and implement sustainable forest management on public lands.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff.</p> <p>Summary: Hampton's US operations do not have any public land management responsibilities. However, several of their managers and foresters are involved in the Oregon Board of Forestry and the Oregon State Forest Advisory Committee where they provide feedback, concerns, and suggestions to State Forest Land administration. Hampton also has some representation on federal boards concerning the USFS.</p> <p>When Hampton's operations may cause them an impact to local Tribes or neighboring land owners, they contact the affected parties and offer information regarding the planned activities. Occasionally this results in requests for additional information or slight modifications to the planned operations.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 9. Communications and Public Reporting To increase transparency and to annually report progress on conformance with the SFI Fiber Sourcing Standard.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Field Inspections.</p> <p>Summary: Please see Objective 14 in the SFI FM section.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	
<p>Objective 10. Management Review and Continual Improvement To invest in forestry research, science and technology, upon which sustainable forest management decisions are based and broaden the awareness of climate change impacts on forests, wildlife and biological diversity.</p>	<p>Evidence: Interviews with Hampton foresters and administrative staff. Field Inspections.</p> <p>Summary: Please see Objective 15 in the SFI FM section.</p>
<p><i>No Nonconformities or Opportunities for Improvement were identified related to this performance measure.</i></p>	

Specific Good management practices are noted below:

- The stream restoration in the Upper Big Creek with bridge removal, streamside road abandonment and large woody debris placement in partnership with the North Coast Watershed Association, Trask D&C Aquatic Restoration that was funded by OWEB is an example of a good forest/stream stewardship project.

- Hampton replanting practice where western red cedar is interplanted two years following the initial restocking with Douglas-fir and hemlock. This practice provides species diversity with additional protection from browse for better early success of the cedar.
- Hampton's foresters and contractors quickly adopt practices that favor habitat improvements as well as forest health improvements.
- The harvest operation on one harvest unit was highly complex and conserved multiple resource features (reproduction in an adjacent stand & water quality in fish streams). This harvest unit and the logging contractor were nominated to Oregon's NW Oregon 2020 Merit Award.
- Hampton has worked with Oregon's Department of Forestry ("ODF") on cooperative road use agreements to help each organization meet its operational goals. This includes one road construction site where Hampton was granted use of road access across 2000 feet of ODF lands to access this harvest unit.

Conclusion

The Company has maintained conformance with the requirements of the Sustainable Forestry Initiative Fiber Sourcing Standard [2015-2019] and Sustainable Forestry Initiative Forest Management Standard [2015-2019]. The Certificate can be obtained by contacting Mark Vroman of Hampton Resources Inc. at (503) 365-8400. More information on Hampton's sustainable forestry program can be found at: <http://www.hamptonlumber.com/>.

The next SFI Assessment will be a Maintenance Assessment in the fall of 2022, the registration expires on August 12, 2025.