



**HAMPTON**  
LUMBER & FAMILY FORESTS

# Fostering a Culture of Continuous Improvement

SUSTAINABILITY REPORT | 2022





HAMPTON LUMBER  
& FAMILY FORESTS

# About Us

Hampton Lumber is a fourth generation, family-owned wood products company headquartered in Portland, Oregon. With over 2,400 employees, we operate ten sawmills in Western Oregon, Washington, and British Columbia. We also manage a wholesale and export division and numerous reload and remanufacturing facilities throughout the U.S.

To help supply our mills, we also own timberland in Oregon and Washington, all of which is certified by the [Sustainable Forestry Initiative \(SFI\)](#), an independent, non-profit organization that promotes sustainable forest management. SFI certified forests play an important role in water conservation, wildlife habitat, and climate solutions.

In recent years, the Hampton Family has also expanded into the wine business. We are now proud owners of several [LIVE Certified](#) Willamette Valley vineyards and the [Carlton Winemakers Studio](#) in Carlton, Oregon.

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 healthy, resilient, 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.
- Science-based forest management is used to create a wide variety of social and environmental benefits.
- Renewable resources are promoted and used to support energy, housing, climate-smart construction, and other needs.
- All people can earn a living wage and share equally in environmental, social, and cultural benefits.

With over 80 years in the sawmill business, we are proud to have cultivated the knowledge and experience needed to grow and prosper. We always look to the future and invest in our people, new technologies, and continuous improvement processes and techniques.



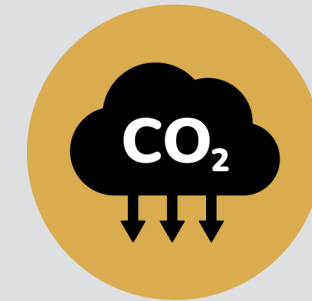
# 2022 | SNAPSHOT

Each year, we assess our progress toward key environmental and social goals, ranging from our energy use to diversity and inclusion. We also provide a snapshot of other important metrics related to workforce, community development, sustainable forestry, and the important role our wood products play in climate change mitigation.



**2.1M**

**METRIC TONS OF CO<sub>2</sub>E STORED IN  
THE LUMBER WE MANUFACTURE**



**1.2M**

**METRIC TONS OF CO<sub>2</sub>E CAPTURED  
BY OUR GROWING FORESTS**



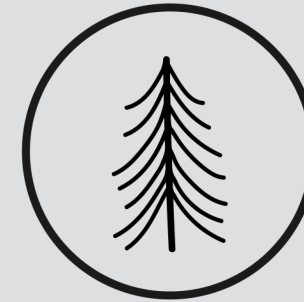
**16.6M**

**KWH OF RENEWABLE  
ELECTRICITY PRODUCED  
(DARRINGTON COGEN)**



**165**

**ACRES OF ENHANCED POLLINATOR  
HABITAT MAINTAINED**



**6.5M**

**TREES PLANTED**



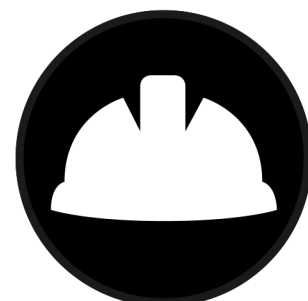
**>10K**

**RECREATIONAL USERS VISITED  
HAMPTON FAMILY FORESTS**



**\$2.8M**

**IN DONATIONS TO  
LOCAL COMMUNITIES**



**97**

**IN-HOUSE  
APPRENTICESHIPS**



**110**

**ATTENDEES AT  
HAMPTON'S GIRLS  
BUILD CAMPS**



**51**

**HAMPTON  
SCHOLARSHIP FUND  
RECIPIENTS**



**2.1M**

**METRIC TONS OF CO<sub>2</sub>e WAS  
STORED IN OUR LUMBER IN 2022**



## **CARBON BENEFITS OF WOOD & WORKING FORESTS**

**ALL FORESTS ARE CRITICAL IN OUR FIGHT AGAINST GLOBAL CLIMATE CHANGE  
BUT NOT ALL FORESTS CONTRIBUTE IN THE SAME WAY.**

Here in the Pacific Northwest and British Columbia, we operate under some of the most advanced forest regulations in the world, making the growth and production of local wood products critical to both environmental sustainability and community vitality.

While mature forests can store carbon for long periods of time, working timberlands sequester CO<sub>2</sub> out of the atmosphere and into much needed building products. With population growth, demand for building materials is increasing and wood products offer significant carbon benefits when compared to other materials. In 2022, an estimated 2.1M metric tons of CO<sub>2</sub>e was stored in our lumber, an amount roughly equivalent to the emissions 456,000 passenger vehicles produce in a year.

Reforestation is key to this sustainable process. We replant 3-4 trees for each tree harvested, and these young trees

sequester carbon at a faster rate than mature trees, ensuring a continual cycle of carbon storage and uptake. In addition, our manufacturing processes are always evolving to reduce energy use and ensure wood resources are fully utilized. We are committed to enhancing the inherent sustainability of our lumber by setting ambitious goals for reducing the fuel and energy needed to produce it.

Environmental considerations, however, are only one aspect of sustainability, and we are equally committed to fostering wellbeing, opportunity, equity and inclusion in our workplace and our communities.

Successfully addressing the pressing environmental and social issues we all face will require a wide array of strategies and partnerships. We endeavor to be an engaged supporter of meaningful and equitable solutions to these challenges.

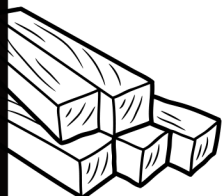


# ENVIRONMENTAL STEWARDSHIP & SUSTAINABILITY

As forestland owners and managers, we have a responsibility to ensure our forests continue to provide benefits for future generations. We also help advance a variety of habitat goals for fish, pollinators, and other wildlife on our lands. As a manufacturer of wood products, we play an important role in helping to address climate change. We aim to bolster these benefits by reducing the carbon footprint of our operations, increasing energy efficiency, and promoting use of renewable building products.

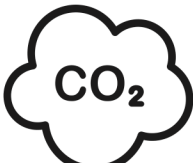
## 2028 GOALS

- 10% REDUCTION IN DIESEL FUEL CONSUMPTION
- 5% REDUCTION IN ELECTRICITY USE AT PLANT SITES
- 25% INCREASE IN FLEET VEHICLE FUEL EFFICIENCY

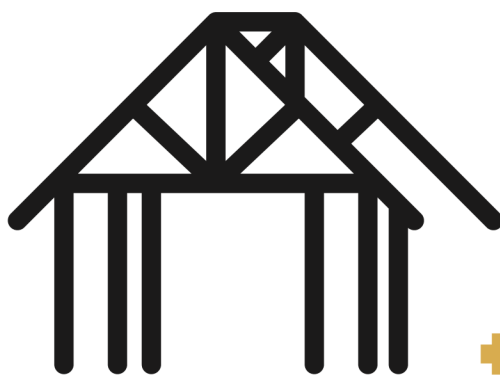


**2.1M** METRIC TONS OF CO<sub>2</sub>E WAS STORED IN OUR LUMBER IN 2022.

THAT'S ENOUGH TO OFFSET THE ANNUAL EMISSIONS OF


**+456K** 

PASSENGER VEHICLES



AND FRAME

**+106K** SINGLE-FAMILY HOMES.

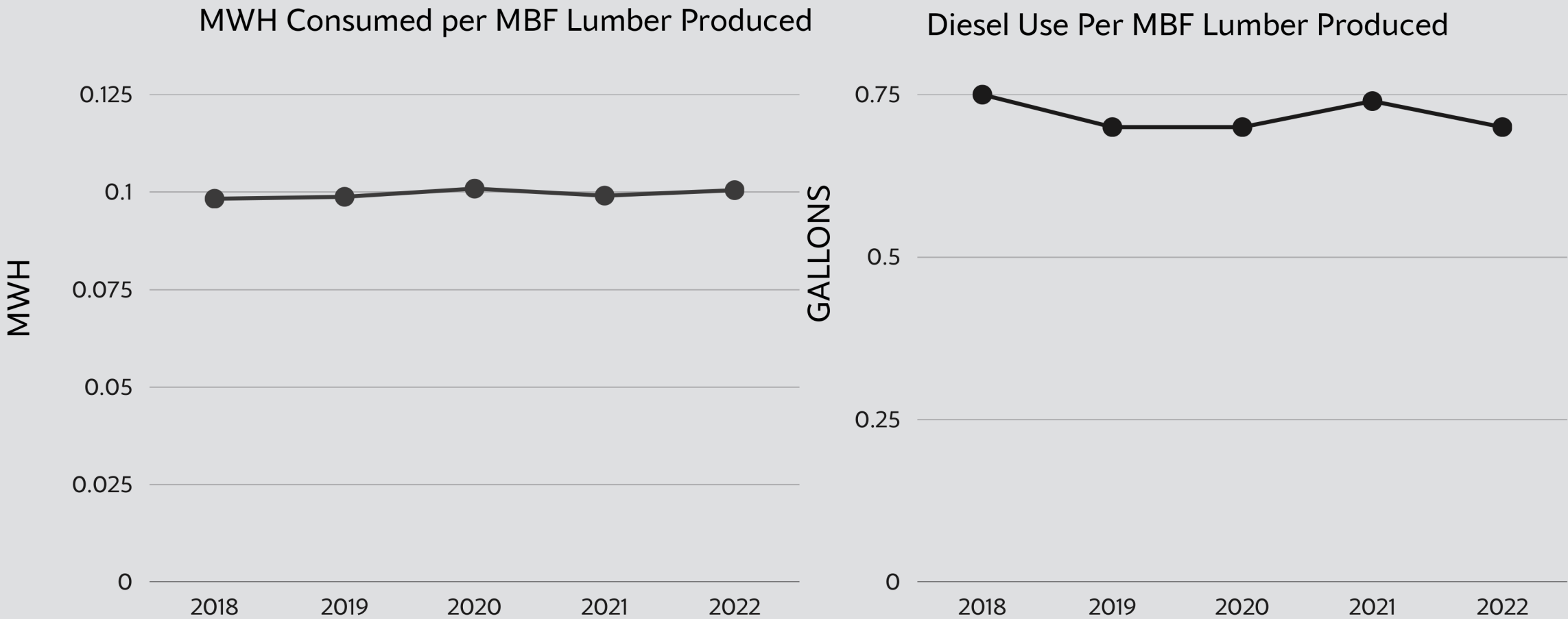


WE ALSO CAPTURED ANOTHER

**1.2M**

METRIC TONS OF CO<sub>2</sub>E IN OUR GROWING FORESTS.

## HAMPTON ENERGY EFFICIENCY







# Habitat Enhancement

## **BIODEN CREATION**

State and federal forest practice laws protect sensitive wildlife and habitat through the course of forestry operations. At Hampton Family Forests, we also have a wildlife and biodiversity plan that guides our efforts to enhance habitat on our forestlands.

One such enhancement is the creation of biodens; piled wood purposely retained post-harvest to provide habitat for bats, quail, bobcats, skunk, migratory song birds, and other wildlife. These piles provide foraging opportunities, predator avoidance, protection from weather extremes and denning sites.

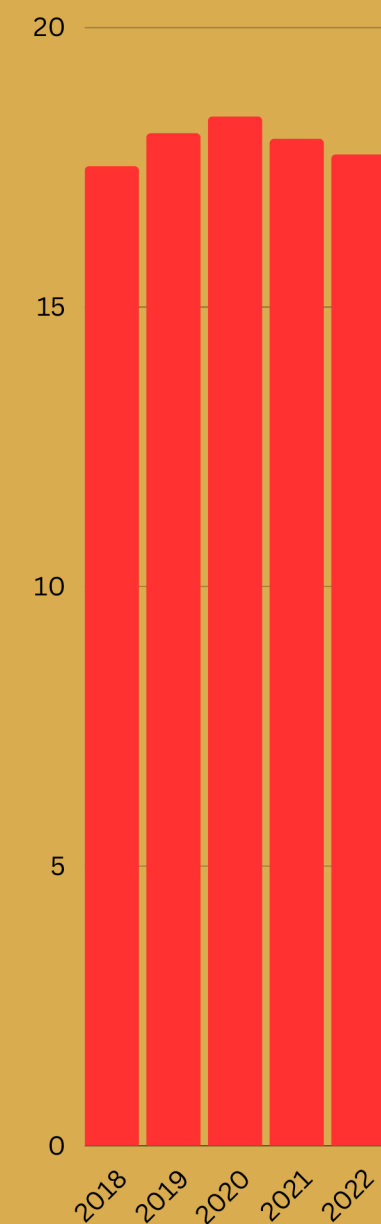
Harvest is a great time to establish biodens, as the equipment is on hand to assemble woody debris leftover from logging. Our foresters and wildlife specialists work with logging crews to ensure biodens are of adequate size and composition to support local wildlife.



## HAMPTON LUMBER & FAMILY FORESTS



Our operations, particularly those related to forestry, require vehicles that can manage difficult terrain in all kinds of weather. We are taking a careful look at our fleet vehicles, retiring those with the lowest fuel efficiency, and acquiring greener vehicles.



Fleet Vehicle MPG\*

\*With the onset of the COVID pandemic, travel for sales and administrative work declined significantly, while travel for essential forestry work continued.

The lower fuel efficiency of forestry vehicles compared to other fleet vehicles reduced our average MPG during this period.

# Fuel Efficiency





# IT TAKES A VILLAGE

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"As outdoor enthusiasts in our personal lives, we consider ourselves to be goodwill ambassadors for sustainable forestry practices in our professional lives. As the saying goes, no one cares more for the forest than a logger, and we at Janicki Logging & Construction exemplify this principle."

- Peter Janicki, Owner

The opportunities generated through growing, harvesting, and milling timber help keep local communities places where people can live, work, and raise a family. On the forestry side alone, Hampton employs around 250 small businesses in Oregon, Washington, and British Columbia to plan and implement harvest operations on our lands and work timber sales offered by private landowners and state, federal, and provincial forest managers. Local logging and hauling companies, road builders, engineers and wildlife biologists, among others, are critical to our ability to manufacture sustainable building materials.

One such operator is **Janicki Logging & Construction**. Janicki, like Hampton, is a fourth-generation, family-owned business. Headquartered in Sedro-Woolley, Washington, Janicki uses advanced logging techniques to protect worker safety, ensure product quality, and improve overall ecosystem health. The Janicki family is also committed to raising awareness about modern forest management and the role working forests play in carbon sequestration and climate change mitigation. We couldn't do what we do without professional forest operators like Janicki.



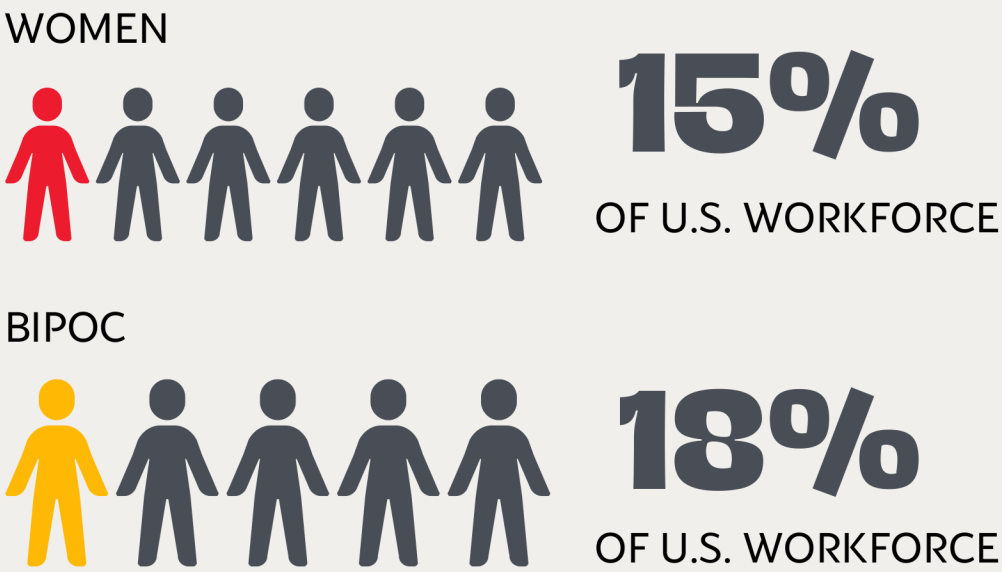
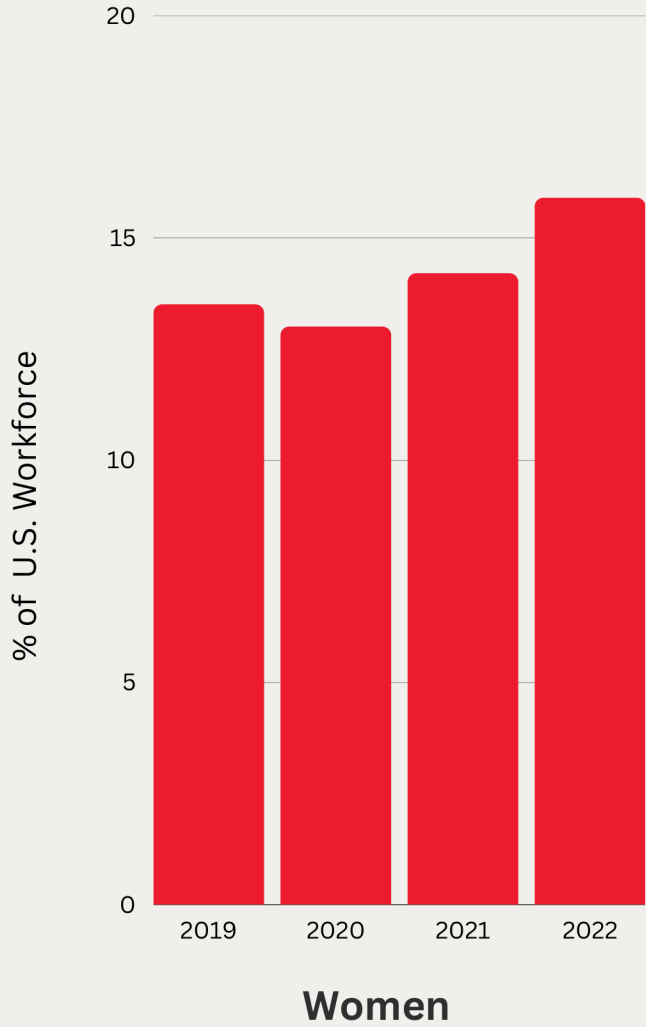
Peter Janicki  
Janicki Logging & Construction



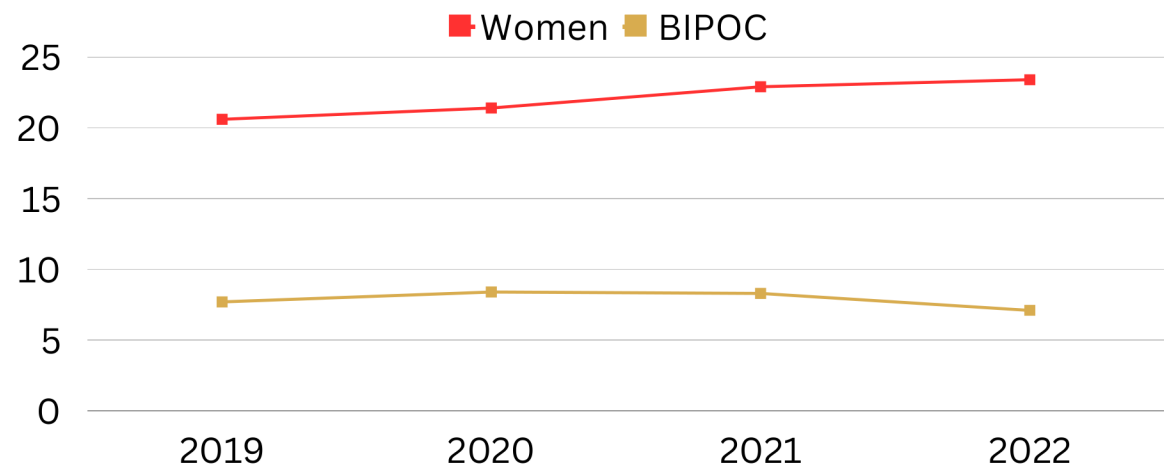
# OUR WORKFORCE

We believe that building and maintaining a diverse and inclusive workforce is key to our ability to thrive as a business. In an industry that has been historically non-diverse, we aim to improve gender and racial diversity throughout all levels of our company, including trades and leadership positions.

## DIVERSITY U.S. OPERATIONS



### POSITIONS OF LEADERSHIP



## 2028 GOALS

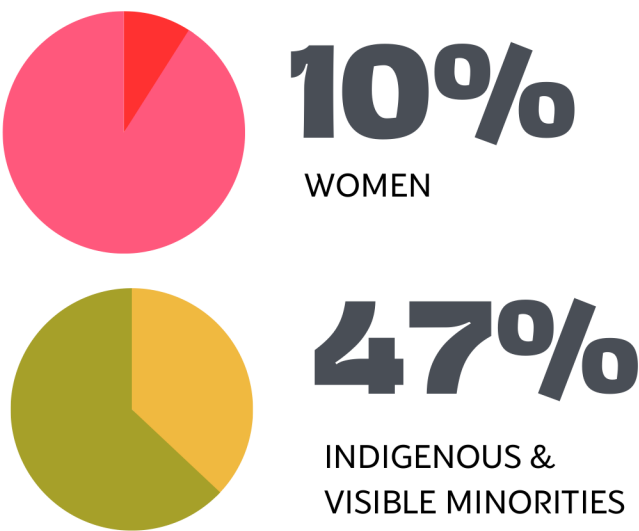
- 25% INCREASE IN WOMEN, BIPOC & FIRST NATIONS IN LEADERSHIP POSITIONS
- 25% INCREASE IN GENDER DIVERSITY COMPANY-WIDE
- 5x INCREASE IN NUMBER OF FEMALE APPRENTICES

### IN-HOUSE APPRENTICESHIPS (2022)



### OUR CANADIAN WORKFORCE

Hampton has operated in British Columbia since 2006. Our Decker Lake and Babine sawmills are a joint venture ownership with local First Nations.





# Diversity & Inclusion (D&I)

## Race

While levels of racial diversity at our facilities are often higher than in the surrounding communities, we recognize that doesn't always mean strong pathways exist to ensure diversity occurs at all levels of the company.

## Gender

While one of the oldest industries in the Pacific Northwest, the forest sector still has proportionally far fewer female workers than male. We aim to increase female representation at our sawmills, forestry offices, and other operations.

Pursue new opportunities to recruit female, First Nations, and BIPOC employees and support their advancement at all levels of the company.

Work with our First Nations partners in British Columbia to identify and implement workforce & community development projects.

Support opportunities for girls and women to gain experience with the skilled trades both inside and outside the company.

Enhance efforts by our Corporate Diversity & Inclusion Team to advance our D&I mission in the Portland metro area and ensure our internal policies and practices reflect those same values.



# FIRST NATION | HAMPTON LUMBER & FAMILY FORESTS PARTNERS

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Relationships with British Columbia First Nations and the local communities are essential to our operations. In the Lakes District of British Columbia, Hampton has worked in partnership with local First Nations for nearly 20 years. Our Babine and Decker Lake manufacturing facilities near Burns Lake are a joint venture ownership with the Burns Lake Native Development Corporation (BLNDC), a partnership that has been in place since the Babine mill was first built in 1975. BLNDC is co-owned by six local First Nations: 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.

In 2021, Hampton began construction of a new mill in the community of Fort St. James, located roughly 175km northeast of Burns Lake. The district of Fort St. James and the surrounding area is home to the Nak'azdli Whut'en, Yekooche, Binche, Tl'azt'en, Nadleh Whut'en, Saik'uz First Nation, Stellat'en First Nation, and Takla Lake First Nation.

We look forward to building on our relationships and establishing meaningful, long-term partnerships with local First Nations in Fort St. James.

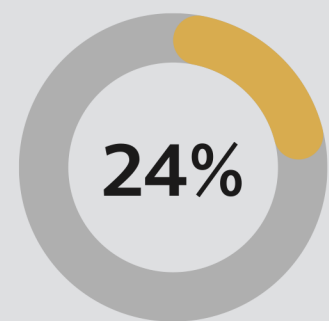


Spirit Square, Fort St. James, BC



# Safety & Wellness

**140+** EMPLOYEES PARTICIPATE IN OUR BUILDING HEALTHY HABITS PROGRAM

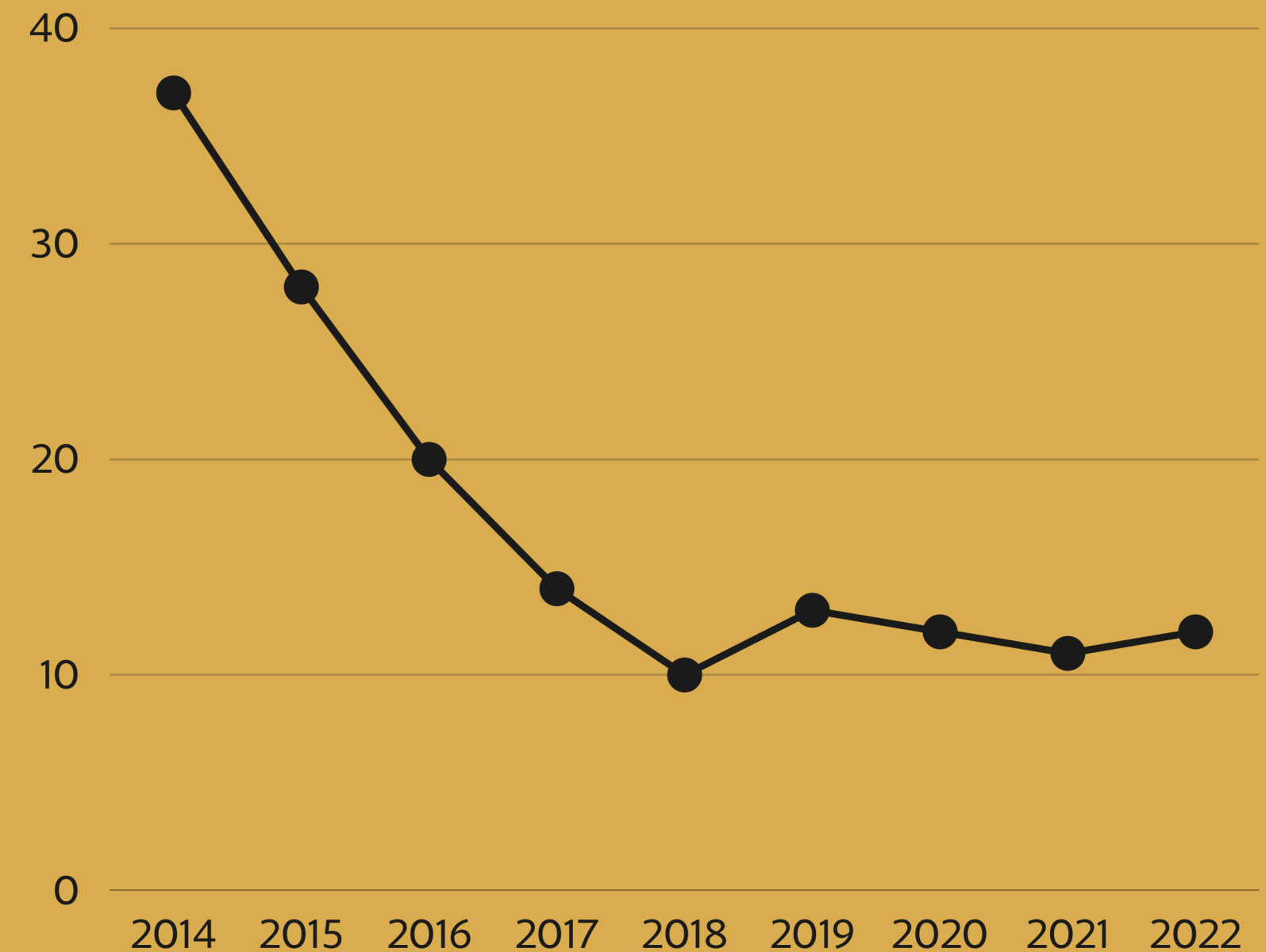


REDUCTION IN RECORDABLE INJURIES (5-YEAR TREND)



HAMPTON PRESIDENT'S CUP FOR SAFETY  
**DARRINGTON SAWMILL**  
2022 WINNER

## TIME LOSS CASES





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# In the Community

We believe the private sector has an important role to play in ensuring young people are prepared to thrive in the modern workforce. In 2022, Hampton supported Clatsop Community College career and technical education (CTE) programs and established a new \$100K Endowment for Forestry and Manufacturing and Industrial Technology students at Tillamook Bay Community College. Hampton also sponsored three Girls Build camps in Tillamook, Warrenton, and Willamina where 110 girls ages 8-15 learned carpentry and other skills from female instructors.

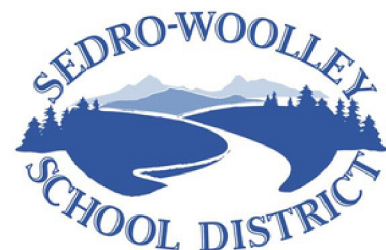
Arts access and education is also a priority for the Hampton family. In 2022, Hampton launched a lumber wrap design contest for high school students in communities where we operate to provide students with real-world design experience. Winning students had their designs showcased on our lumber wrap and received \$15,000 for their school's art or career and technical programs.

These examples reflect some of the many ways we engage in our communities across the Pacific Northwest and Canada to create opportunities and build healthy, vibrant, and equitable places to live, work, and raise a family.





# We Support



Lakes District Secondary

